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ABSTRACT

This tenth biennial survey of salary conditions in higher education identifies the status and trends of salaries and related practices among the various types of institutions of higher education during 1971-72. Areas covered include: salaries of instructional personnel in 4-year institutions; salary-related policies in colleges and universities; selected staffing practices in 4-year institutions; summer-session practices in 4-year institutions; salaries paid to administrative officers in 4-year institutions; salaries paid to instructional personnel in 2-year institutions; salary-related policies in 2-year institutions; selected staffing practices in 2-year institutions; summer employment opportunities in 2-year institutions; and salaries paid to administrative officers in 2-year institutions. (Author/CS)

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RESEARCH REPORT 1972-R5

Salaries Paid and Salary-Related Practices in Higher Education, 1971-72

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Research Report 1972-R5: *SALARIES PAID AND SALARY-RELATED PRACTICES IN HIGHER EDUCATION, 1971-72*

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FOREWORD

A FUNDAMENTAL GOAL of the National Education Association is to improve the quality of the services which members of the teaching profession provide. In higher education as well as in elementary and secondary schools, the importance of higher salaries as a means of improving competence and performance in teaching has long been recognized. To provide essential information, the NEA Research Division biennially collects data on salaries paid in institutions of higher education.

This tenth report on salaries in higher education presents a full distribution of salaries paid to each rank in each type of institution and salaries paid to all types of administrative officers. Also included are summaries of the status and trends of several practices related to salaries in higher education. This information should be helpful to faculty associations, individual faculty members, prospective faculty members, administrators and the many citizens who provide direction and support for the higher education institutions throughout the country.

This report was prepared by William S. Graybeal, Assistant Director, with the assistance of the various units of the Research Division. We are grateful for the cooperation of participating institutions and state agencies and hope that this report will contribute to their continuing efforts to improve the quality of higher education.

GLEN ROBINSON
Director, Research Division

1. INTRODUCTION

THIS STUDY, one of a series of biennial surveys conducted by the NEA Research Division, is directed to identifying the status and trends of salaries and related practices among the various types of institutions of higher education during 1971-72. The information compiled in this report should be useful to persons who are representing faculty interests, planning for the bugetary requirements of higher education, considering employment in higher education, reviewing the adequacy of conditions concerning a specific position as related to the position in similar institutions, or planning revisions in their salary-related policies. Also, this study is designed to add the current status of salary conditions in higher education to a series of studies which document the accomplishments and trends in higher education salaries over a period of years.

This tenth biennial survey of salary conditions in higher education is based on the responses of 63.9 percent of the 1,742 institutions that grant the 4-year or higher degree which were invited to participate. The salary information was reported by 61.6 percent of the 2-year institutions (1,101) invited to participate (see Table 1 at the end of this section). The invitations were sent to institutions identified in the *Education Directory, 1970-71, Higher Education*, published by the U.S. Office of Education and the 1971 Directory of the American Association of Junior Colleges. Institutions were added or deleted as information was made available to the NEA Research Division before March 1, 1972.

Salaries were to be reported for the entire institution except for faculty in pre-clinical and clinical medicine, laboratory schools, library, extension and public service programs, and organized research. A few institutions having their entire faculty within the excluded classifications were not sent copies of the instrument. The questionnaires were listed in the American Council on Education *Report on Questionnaires*, and as a result of inquiries prompted by that announcement, the instrument was sent to some institutions that had not been listed in the directories.

Requests for actual salary figures were sent to the institutions in October 1971. Follow-up letters were sent in January 1972 to institutions that had not responded. A second follow-up was sent on March 9, 1972, requesting institutions to respond on the NEA questionnaire if possible and if not to send the portions of the AAUP or Office of Education questionnaires which requested similar data about salaries. Persons in state-wide coordination agencies assisting in the collection of data were advised in January about the institutions in their states which had not responded. These persons and those listed in Appendix A who assisted in the collection of the questionnaires, provided follow-up activities until the final cut-off date.

Information in questionnaires received on or before April 28, 1972, the final cut-off date, is summarized in the present report. All institutional reports are considered completely confidential with the exception of institutional quartiles of faculty salaries paid by rank. No information about individual salaries and no salary data reported by the institution, with the exception of quartiles calculated from grouped data, will be released by the NEA Research Division.

Growth and Change in Higher Education

Growth of enrollments in post-high-school institutions continues with a slight reduction in the pace observed in the previous 2-year period when the full impact of the enlarged college-age population was being felt for the first time in all four years of higher education offerings. Data obtained by the NEA Research Division surveys of salaries in higher education reflect the enlargement of enrollments among existing institutions and continued growth in the number of institutions of higher education during the past two years.

Information in Table 1 shows that 1,742 institutions granting the 4-year or higher degree were invited to participate in the present study, an increase of 108 over the 1,634 involved at the time of the 1969-70 study. The number of full-time faculty in the institutions responding to the present survey (238,206) shows an increase of 11,467, or 5.1 percent, above the 226,739 employed in the institutions which particpated in the 1969-70 study. Based on an assumption that the staff sizes of nonresponding insitutions are randomly distributed within the range of those in the responding institutions in the same size strata, the estimated total full-time faculty in 4-year or higher degree-granting institutions in 1971-72 is 317,865, an increase of 46,612 persons (17.2 percent) over the number similarly estimated for the 1969-70 session (271,253).

The present study reflects continued growth in the enrollment and staff of the 2-year institutions. The 1,101 institutions invited to particpate in the present study represent an increase of 115 over the 986 invited to participate in the previous salary survey. The number of publicly controlled 2-year institutions invited to participate has enlarged from 741 in the 1969-70 study to 878 in the present survey. The number of faculty in 2-year institutions responding in this study (47,921) is an increase of 6,926 persons above the 40,995 reported in 1969-70. The estimated total full-time faculty in 2-year institutions in 1971-72, based on an assumption that the nonresponding institutions are similar to those which are included in the present study, is 78,579 persons, an increase of 15,189 above the number similarly estimated for 1969-70 (63,390 persons).

The distribution of institutions among the stratifications of enrollment size reflects the growing size of institutions of higher education. The following is a summary of the number of institutions in each stratum invited to participate in the two biennial salary surveys and the percent of the estimated total number of full-time instructional faculty personnel employed by the institutions in each stratum:

Strata	Number of institutions invited to participate		Estimated percent of faculty personnel	
	1969-70	1971-72	1969-70	1971-72
4-year institutions				
Public universities (by enrollment)				
I. 10,000 and over	85	100	33.3	35.6
II. 5,000-9,999	85	87	12.4	11.8
III. Under 5,000	68	91	5.2	5.9
Nonpublic universities (by enrollment)				
IV. 5,000 and over	55	55	11.1	8.7
V. Under 5,000	85	93	5.2	5.4
Public colleges				
VI. Public colleges	207	235	12.0	14.1
Nonpublic colleges (by enrollment)				
VII. 1,000 and over	308	340	11.1	10.2
VIII. 500-999	351	342	6.8	5.5
IX. Under 500	390	399	2.9	2.7
Total, 4-year or higher.	1,634	1,742	100.0	99.9
2-year institutions				
X. Public	741	878	90.2	92.8
XI. Nonpublic	245	223	9.8	7.2
Total, 2-year	986	1,101	100.0	100.0

The different structural relationships of campuses connected with or comprising major institutions also reduce the consistency of the institutional stratification. In some university systems the separate campuses may have been reported as separate institutions while in others the faculty on the various campuses may have been reported together with other faculty on the major campus.

Comparisons of salaries in a given stratum over the past two years, therefore, are not highly accurate as a result of the changes in the institutions included within each stratum. For example, some institutions classified as small universities in the previous survey may be classified as medium or large universities in the present study.

The geographic distribution of institutions participating in this study is given in Table 2. The total number of institutions has decreased in two regions since the 1969-70 survey, the Mideast and Plains regions.

Information in Table 2 also shows the differences in regional distribution of institutions in some of the strata: for example, 67.4 percent of the large nonpublic universities are in three regions, New England, Mideast, and Great Lakes. Also, about one-fourth of the public 2-year colleges (24.6 percent) are in the Southeast. These characteristics indicate the need to consider the possible impact of regional differences in per-capita personal income when interpreting the distributions of salaries paid either in a specific type of institution or in a specific region. For example: the number of state colleges in the Far West (where 1969 per-capita personal incomes in four of the six component states exceed the national average) is one-half of the number of institutions of this type in the Southeast (where the per-capita personal incomes in 9 of the 12 component states are, the lowest in the country.

These distributions show stable or increasing numbers of institutions in all strata except stratum VIII colleges, where several apparently have been moved into other classifications. Also shown is the proportion of the estimated total number of faculty in 4-year institutions represented by those employed in the public institutions, slightly above that observed two years ago, now about two in three.

The number of full-time faculty in 2-year institutions for whom salary data are reported represents 22.1 percent of all faculty in higher education for whom salaries are reported. If the responding institutions are randomly selected from the total population of 2-year institutions, the estimated 78,579 faculty in 2-year institutions represent 19.8 percent of the estimated total faculty in higher education. As shown in Table 1, more than nine-tenths of the faculty at the 2-year institution level for whom salaries are reported are employed in public institutions. If the responding institutions are assumed to be random selections from the total number of institutions, it is estimated that the total faculty in public 2-year institutions represents 92.8 percent of faculty in all 2-year institutions.

Coverage of the Study

As a whole the response rate for the 1971-72 study is lower than for the 1969-70 survey: 68.4 percent in 1969-70 versus 63.0 percent in 1971-72. Information in Table 1 shows that the response rate for large publicly controlled universities is very high with greater than 85 percent participating in the survey. The medium and small public universities and the public colleges have a moderately high response rate of 69 to 79 percent. The rate of response is low in the nonpublic universities and in medium and large nonpublic colleges where between three-fifths and two-thirds participated. The response rate for small nonpublic colleges is slightly below 50 percent.

The information summarized in this report, therefore, is estimated to be rather representative of conditions in public universities and in public colleges; moderately representative of the nonpublic universities and the medium and large nonpublic 4-year colleges; and somewhat limited in representing the small nonpublic 4-year and 2-year colleges (which are estimated to employ only 3.6 percent of the instructional faculty personnel. The types of institutions from which reports were received from more than three-

fourths of the institutions employ almost half of the faculty in 4-year institutions (47.4 percent).

Institutions classified as universities in this study were reported in the U.S. Office of *Education Directory* as offering at least the master's and/or the second professional degree, and also having separately organized schools in at least three fields, one of which may be arts and sciences. The number of separately organized schools was determined by a review of the number of different entries of salaries in the section of the questionnaire which requested the salaries of deans of separately organized schools. Limitations of this source of information about the presence and level of offering of these schools makes it likely that some colleges may be classified as universities.

Definitions

Readers of this report should note the following explanatory comments:

1. This is a status study; it reports salary information for the current 1971-72 year.
2. All salaries of *instructional* personnel are reported for the *academic year* of nine months-two semesters or three quarters—even when the compensation is paid over a 12-month period; opportunities to supplement the academic-year earnings by summer-session teaching are reported separately.
3. All salaries of *administrative* personnel are reported for the *full year.*
4. All reported figures represent the *contract* salaries, excluding fringe benefits.
5. Institutions were requested to report faculty salaries paid or committed to be paid for the 1971-72 academic year as of December 1, 1971. Some institutions specified that the salaries reported are not necessarily the salaries actually paid because the full effect of the wage-price freeze was not known at the time they responded. This discrepancy may apply also to some institutions whose data were taken from the completed questionnaire of the U.S. Office of Education Higher Education General Information Survey (HEGIS). Institutions were asked in that survey to report by November 1, 1971, "the salary rates that have been set for, and that presumably will be paid for a major part of, the academic year 1971-72."
6. Only full-time employees of the institution are included in the salary distributions; the use of part-time employees in classroom service is shown separately in Sections IV and IX.
7. The terms *university* and *college* refer to the internal organization rather than the legal title. A *university* in this report is a complex institution with three or more graduate or professional schools. All others are *colleges.*

TABLE 1.--NUMBER OF INSTITUTIONS INVITED TO PARTICIPATE, NUMBER AND PERCENT REPLYING, AND FULL-TIME AND PART-TIME ENROLLMENT AND TEACHING STAFF, 1971-72

TYPE OF INSTITUTION	NUMBER INVITED TO PARTICIPATE	INSTITUTIONS REPLYING		STUDENTS		TEACHERS	
		NUMBER	PERCENT	FULL TIME	PART TIME	FULL TIME	PART TIME
1	2	3	4	5	6	7	8
PUBLIC UNIVERSITIES (BY ENROLLMENT)							
I. 10,000 AND OVER	100	87	87.0	1,633,214	156,546	98,492	19,118
II. 5,000-9,999	87	68	78.2	504,169	89,635	29,352	4,591
III. LESS THAN 5,000	91	63	69.2	210,250	36,018	12,937	1,562
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)							
IV. 5,000 AND OVER	55	32	58.2	269,817	60,372	16,114	8,137
V. LESS THAN 5,000	93	60	64.5	162,667	45,581	11,154	3,511
PUBLIC COLLEGES							
VI. PUBLIC COLLEGES	235	176	74.9	621,505	76,509	33,622	7,298
NONPUBLIC COLLEGES (BY ENROLLMENT)							
VII. 1,000 AND OVER	340	224	65.9	363,661	37,412	21,436	5,469
VIII. 500-999	342	217	63.5	161,846	19,827	11,060	3,290
IX. LESS THAN 500	399	187	46.9	49,183	9,983	4,039	2,217
TOTAL 4-YEAR INSTITUTIONS	1,742	1,114	63.9	3,976,312	531,883	238,206	55,193
X. PUBLIC 2-YEAR COLLEGES	878	577	65.7	1,410,261	617,133	47,921	31,972
XI. NONPUBLIC 2-YEAR COLLEGES	223	101	45.3	47,391	7,796	2,555	1,029
TOTAL 2-YEAR COLLEGES	1,101	678	61.5	1,457,652	624,929	50,476	33,001
GRAND TOTAL	2,843	1,792	63.0	5,433,964	1,156,812	288,682	88,194

TABLE 2.--DISTRIBUTION OF 1,792 UNIVERSITIES, COLLEGES, AND JUNIOR COLLEGES PARTICIPATING, BY TYPE OF INSTITUTION AND BY GEOGRAPHIC AREA, 1971-72

GEOGRAPHIC REGION	TYPE OF INSTITUTION											TOTAL
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	
1	2	3	4	5	6	7	8	9	10	11	12	13
NEW ENGLAND	2	3	2	5	12	16	22	19	16	34	18	149
MIDEAST	8	10	15	13	15	27	59	32	35	72	20	306
SOUTHEAST	18	20	22	3	5	47	39	53	24	142	33	406
GREAT LAKES	26	7	6	6	11	15	47	42	50	78	8	296
PLAINS	8	7	5	1	2	21	29	42	32	68	16	231
SOUTHWEST	11	7	8	1	5	14	10	12	8	60	5	141
ROCKY MOUNTAIN	4	8	0	1	0	12	3	4	2	17	0	51
FAR WEST	10	6	5	2	10	24	45	13	20	106	1	212
TOTAL	87	68	63	32	60	176	224	217	187	577	101	1,792

[a] *New England:* Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. *Mideast:* Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania. *Southeast:* Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. *Great Lakes:* Illinois, Indiana, Michigan, Ohio, Wisconsin. *Plains:* Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. *Southwest:* Arizona, New Mexico, Oklahoma, Texas. *Rocky Mountain:* Colorado, Idaho, Montana, Utah, Wyoming. *Far West:* Alaska, California, Hawaii, Nevada, Oregon, Washington.

II. SALARIES OF INSTRUCTIONAL PERSONNEL, 4-YEAR INSTITUTIONS

THIS SECTION PRESENTS in detail the academic year's earnings (exclusive of fringe benefits) of full-time staff members engaged principally in teaching. Salaries for faculty in pre-clinical and clinical medicine, laboratory schools, extension and public service programs, and organized research are *excluded.* Also excluded are salaries of coaches, librarians, critic teachers, counselors, deans, associate deans, or other individuals whose primary function is not instructional, even though they nominally teach "half-time"; and teaching assistants, junior instructors, or other subinstructors who are graduate students in the institutions in which they teach, even though they hold a full-time appointment. Part-time employees, although they may carry a considerable share of the total teaching assignments, are not included here. Also excluded are all administrative officers even though some of them do some teaching. Administrative salaries are presented in full detail in Section VI, Tables 36 through 47. This section presents salary data for teachers according to rank, type of institution, and region.

All Ranks Combined

Information in Tables 3 and 4 provides a broad overview of the salaries paid to college and university teachers, all ranks combined. In Table 3, the salary of each full-time teacher is entered by the type and size of the employing institution. In Table 4 the salaries are entered by the regional placement of the employing institution. Column 13 of Table 4 shows the cumulative percent of teachers receiving salaries ranging from $35,000 and over to less than $6,000 for nine months' teaching service.

The median salary of all full-time faculty personnel who have teaching responsibilities is $12,932: up $1,187 from the median of $11,745 in the survey two years ago. These distributions demonstrate the need for viewing salary practices among subgroupings of institutions by type and by regional location. The median salaries of all faculty personnel employed in public universities, for example, range from $13,960 in the large institutions to $12,757 in the medium-size institutions, to $12,411 in the small institutions. Also, the median salaries in the geographic regions range from $13,804 in the Mideast, down to $12,088 in the Plains states.

The percents in column 13, Table 4, show that only 11.6 percent of *all* college and university teaching faculty personnel receive salaries $19,000 or higher for the nine-month term. This column also shows that 11.6 percent of *all* college and university teaching faculty personnel receive salaries of less than $9,500 for the nine-month period; that 1.5 percent of *all* of the 218,465 full-time faculty personnel in colleges and universities receive salaries of less than $7,500 for nine months of teaching.

Table 3 shows that the median of faculty salaries in all universities, $13,523, exceeds the median of faculty salaries in all colleges, $11,669, by $1,854. The first quartile of faculty salaries in the universities is $327 less than the median of faculty salaries in the colleges.

Table 4 shows that the median salary in public institutions ($13,280) exceeds the median salary of faculty in nonpublic institutions ($12,001) by $1,279. This difference is observed also at the quartiles of salaries paid.

The median salaries paid to all faculty in all reporting institutions in recent biennial surveys conducted by the NEA Research Division are as follows:

Session	Median salary	Two-year increase
1961-62	$ 7,486	11.5%
1963-64	8,163	9.0
1965-66	9,081	11.2
1967-68	10,235	12.7
1969-70	11,745	14.8
1971-72	12,932	10.1

Variations by Rank

Following Tables 3 and 4 are four sets of two tables each, in the same format for each of the four ranks. *Professors only* are listed in Tables 5 and 6. As expected, the highest salaries are earned by persons in this rank although for the country as a whole there is considerable overlapping of salaries among the ranks.

Professors—The median salary of the 56,318 persons having the rank of professor in 1,041 institutions is $18,091 for nine months' teaching. This salary is $20,749 or greater among one-fourth of those holding the rank of professor; and about 3.8 percent are being paid $28,000 or more. One-fourth of the professors are paid $15,925 or less for the nine months' teaching; and about 1 in 20 (4.8 percent) receives less than $13,000.

The median salaries paid to professors in the various types of institutions range from $20,569 in the large nonpublic universities down to $13,250 in the smallest nonpublic colleges. The range of the median salaries in the various regions is from $20,195 in New England down to $16,707 among professors in the Rocky Mountain states. This wide regional difference in salaries is demonstrated by the quartiles; the first quartile of salaries in New England is higher than the medians of salaries in four other regions.

The median of salaries paid to professors in all universities ($18,645) exceeds the median of salaries paid to this rank in all colleges ($16,547) by $2,098. A similar differ-

ence is noted at the quartiles of salaries paid to faculty in these two groups of institutions.

The median of salaries paid to professors in all public institutions ($18,330) exceeds the median of salaries paid to this rank in all nonpublic institutions ($17,197) by $1,133. The wider range of salaries in the nonpublic institutions is directed heavily toward the lower ranges with the first quartile of salaries paid to professors being $1,680 lower in nonpublic than in public institutions.

The median salaries paid to professors in all reporting institutions in recent biennial surveys are as follows:

Session	Median salary	Two-year increase
1961-62	$10,256	12.6%
1963-64	11,312	10.3
1965-66	12,953	14.5
1967-68	14,713	13.6
1969-70	16,799	14.2
1971-72	18,091	7.7

Associate professors—Contained in Tables 7 and 8 are the distributions of salaries paid to full-time faculty personnel holding rank of associate professor in 1,031 colleges and universities, grouped by type of institution and by regional location of the institution. The median of salaries paid to 52,958 associate professors is $13,958. One person in 4 holding this rank is being paid $15,345 or more this session; about 1 in 25 (4.2 percent) is being paid $18,500 or more this session. At the other end of the distribution, one-fourth of the associate professors are being paid $12,690 or less; about 1 in 25 (4.0 percent) receives less than $10,500 for nine months' teaching.

The median salaries vary widely among the different types of institutions: $14,644 in large nonpublic universities down to $10,962 in small nonpublic colleges. Among the geographic regions the median salaries range from a high of $14,920 in New England down to $13,255 in the Rocky Mountain states.

The median of salaries paid to associate professors in universities ($14,332) exceeds the median of salaries paid to this rank in colleges ($13,046) by $1,286. The first quartile of these salaries in universities exceeds the median salary of this rank in the colleges. The median of salaries paid to associate professors in all public institutions ($14,166) exceeds the median in all nonpublic institutions ($13,187) by $979. The differences are wider at the first quartile of salaries than at the median or third quartile. The median salaries during recent biennial surveys are:

Session	Median salary	Two-year increase
1961-62	$ 8,167	11.4%
1963-64	8,969	9.8
1965-66	10,058	12.1
1967-68	11,393	13.3
1969-70	12,985	14.0
1971-72	13,958	7.5

Assistant Professors—The median of salaries paid to 75,668 full-time faculty personnel having rank of assistant professor is $11,511 (Tables 9 and 10). One in 4 receives a salary of $12,626 or more for nine months' teaching; almost 1 in 25 (4.4 percent) receives a salary of $15,000 or more. At the lower end of the distribution 1 in 4 receives a salary of $10,560 or less; about 1 in 25 (4.0 percent) receives less than $9,000.

The median salaries in the various types of institutions range from $12,109 in the large public universities down to $9,411 in the smallest nonpublic colleges. The median of salaries paid to assistant professors in colleges and universities in the Mideast ($12,034) is the highest among the various regions; the lowest regional median salary is $11,106 in the Plains states. The median salary of assistant professors employed in universities ($11,872) exceeds the median salary of this rank in all colleges ($10,942) by $930. The first quartile of salaries paid to this rank in universities is lower than by only $34 the median salary of this rank in colleges. The median salary of assistant professors in all public institutions ($11,705) is $744 greater than the median salary of this rank in all nonpublic institutions.

The median salaries of assistant professors in recent biennial surveys are as follows:

Session	Median salary	Two-year increase
1961-62	$ 6,900	10.7%
1963-64	7,539	9.3
1965-66	8,417	11.6
1967-68	9,472	12.5
1969-70	10,698	12.9
1971-72	11,511	7.6

Instructors—Tables 11 and 12 contain the distribution of salaries paid to instructors, grouped by type of institution and by the regional location of the institution. The median salary paid to 29,571 full-time faculty personnel having rank of instructor in 1,016 institutions is $9,218. One instructor in 4 is paid $10,223 or more this session; fewer than 1 in 20, $12,500 or more. One-fourth of the instructors are being paid $8,353 or less; about 3.4 percent are being paid less than $7,000 for nine months' teaching.

The range of median salaries among the various types of institutions is $1,313 with the highest median salary noted among the large nonpublic universities ($9,612) and the lowest among the small nonpublic colleges ($8,299). The median salaries paid to instructors in the various geographic regions range from a high of $10,095 in New England down to $8,661 in the Southeast. The median salary of instructors in all universities ($9,327) is not widely different from the median for this rank in all colleges ($9,017). Also, the median salary of instructors in public institutions ($9,285) is only $232 greater than the median for persons having similar rank in nonpublic institutions.

The median salary of instructors in recent biennial surveys are as follows:

Session	Median salary	Two-year increase
1967-68	$7,458	...
1969-70	8,357	12.1%
1971-72	9,218	10.3

Lecturers—Analyzed separately for the third time in the present study, the information in Table 13 gives a summary of the distributions of salaries paid to lecturers in the groupings of institutions used in the preceding tables. The salaries of 3,950 persons having rank of lecturer were reported in 231 institutions. The median salary is $11,899, with the first quartile of $9,926 and the third quartile of $14,041. The median salaries in universities, where approximately three-fourths of persons having this rank are employed, is $12,116, $908 more than in the colleges ($11,208). The median salary of this rank in public institutions ($12,556) is $2,157 greater than the median in the nonpublic institutions ($10,399). More than three-fourths of persons having this rank are employed in public institutions.

Instructors and lecturers combined—In previous biennial surveys the salaries of instructors and lecturers were combined into one classification. To provide continuity to data about salaries of persons having these titles, the salary distributions of persons in the two groups combined are summarized in Table 14. The median salary of persons in the combined group of 33,521 instructors and lecturers is $9,347. One-fourth of the persons in this classification are being paid $8,414 or less and one-fourth are being paid $10,509 or more this academic year.

The growth in median salaries of the combined group of instructors and lecturers during the recent biennial surveys is shown below:

Session	Median salary	Two-year increase
1961-62	$5,582	9.6%
1963-64	6,114	9.5
1965-66	6,761	10.6
1967-68	7,496	10.9
1969-70	8,416	12.3
1971-72	9,347	11.1

Faculty Salaries by Sex

Salary information by sex was reported for 211,253 faculty, 96.7 percent of all for whom salary information was reported. Appendix D contains summary tables which parallel the format of Tables 3 through 12 and show the distribution of salaries of men and women faculty separately. The median faculty salaries of men and women faculty for all ranks combined, and the percent of salaried faculty who are women, in 4-year institutions grouped by type and region are as follows:

Group of institutions	Median salary: Men faculty	Median salary: Women faculty	Percent of faculty who are women
All 4-year institutions	$13,359	$11,026	19.0
Public universities			
Enroll 10,000 or more	14,342	11,519	15.6
Enroll 5,000–9,999	13,112	11,140	19.7
Enroll less than 5,000	12,887	10,960	23.5
Nonpublic universities			
Enroll 5,000 or more	14,944	11,367	13.6
Enroll less than 5,000	13,127	10,787	15.6
Public colleges	12,648	11,421	22.5
Nonpublic colleges			
Enroll 1,000 or more	11,841	10,283	21.6
Enroll 500–999	10,773	9,580	29.1
Enroll less than 500	10,388	8,925	29.6
New England region	13,963	11,777	18.2
Mideast region	14,177	12,400	22.2
Southeast region	12,868	10,045	21.1
Great Lakes region	13,481	11,035	18.2
Plains region	12,528	10,119	17.4
Southwest region	13,129	10,337	19.0
Rocky Mountain region	12,922	10,388	15.0
Far West region	13,582	11,593	15.2
All public institutions	13,660	11,367	18.5
All nonpublic institutions	12,479	10,274	20.1
All universities	13,933	11,303	16.8
All colleges	11,985	10,625	23.5

The proportions of faculty who are women are greatest in the medium and small nonpublic colleges, the small public universities, and the public colleges. Also, women represent a higher proportion of faculty in the Mideast and Southeast than in other regions.

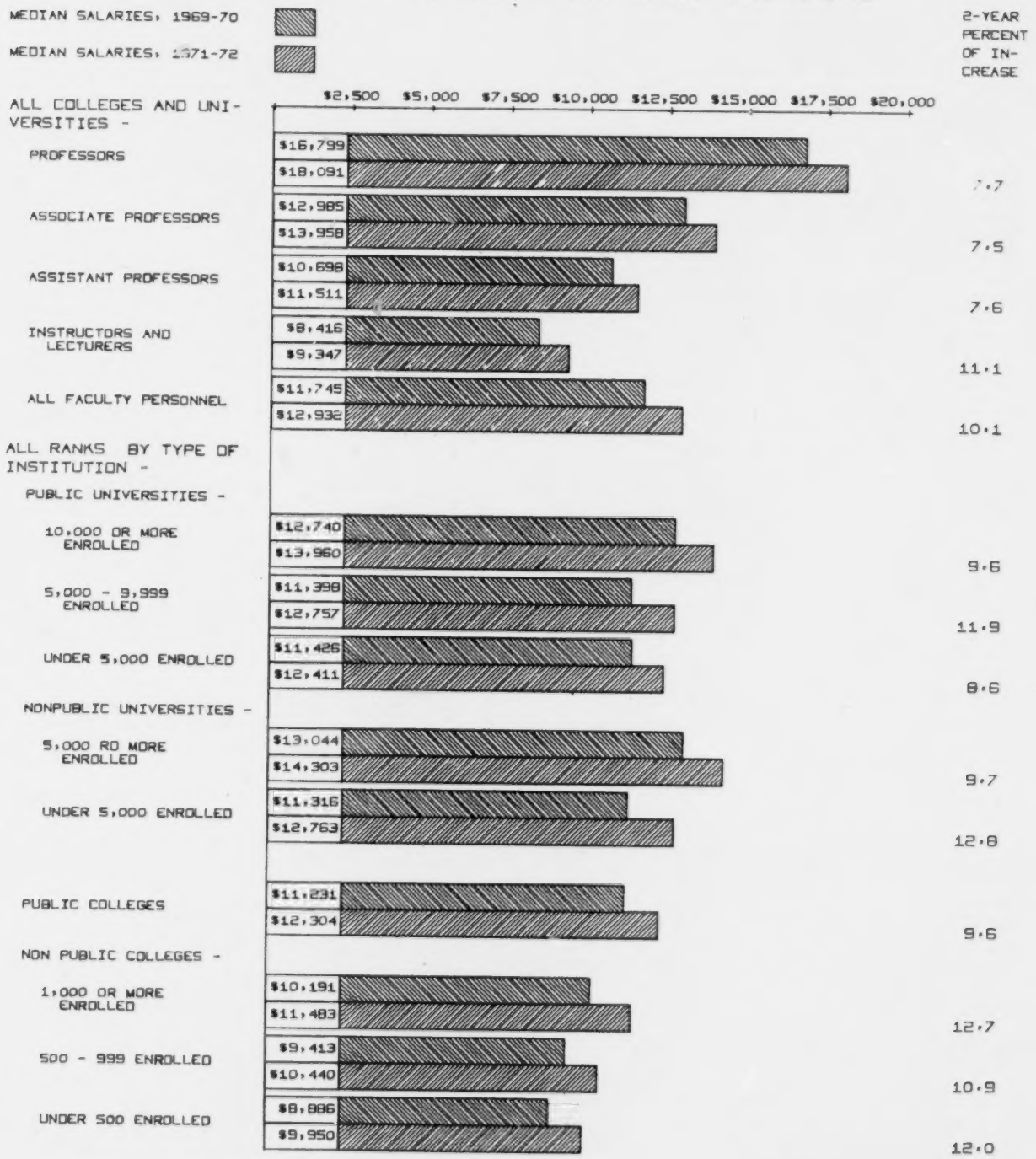
For all ranks combined, the median salary of women faculty is 82.5 percent of the median salary of men faculty. Twelve years ago, in 1959-60, it was 84.9 percent and six years ago it was 83.4 percent. The median 1971-72 salaries of men and women faculty by rank and the percent of faculty who are women at each rank are as follows:

Faculty rank	Median salary: Men	Median salary: Women	Percent of faculty who are women
Professor	$18,185	$16,423	8.6
Associate professor	14,026	13,219	14.6
Assistant professor	11,619	10,969	20.7
Instructor	9,408	8,898	39.4
Lecturer	12,112	11,469	37.2

The highest proportions of faculty who are women occur in groupings of institutions and classifications of faculty in which salaries of all faculty are lowest. The existence of both of these situations contributing to the dif-

FIGURE I

MEDIAN SALARIES FOR NINE MONTHS OF FULL-TIME TEACHING, 4-YEAR INSTITUTIONS, 1969-70 AND 1971-72


MEDIAN SALARIES, 1969-70
MEDIAN SALARIES, 1971-72
2-YEAR PERCENT OF INCREASE
$2,500 $5,000 $7,500 $10,000 $12,500 $15,000 $17,500 $20,000
ALL COLLEGES AND UNIVERSITIES -
PROFESSORS $16,799 $18,091 7.7
ASSOCIATE PROFESSORS $12,985 $13,958 7.5
ASSISTANT PROFESSORS $10,698 $11,511 7.6
INSTRUCTORS AND LECTURERS $8,416 $9,347 11.1
ALL FACULTY PERSONNEL $11,745 $12,932 10.1
ALL RANKS BY TYPE OF INSTITUTION -
PUBLIC UNIVERSITIES -
10,000 OR MORE ENROLLED $12,740 $13,960 9.6
5,000 - 9,999 ENROLLED $11,398 $12,757 11.9
UNDER 5,000 ENROLLED $11,426 $12,411 8.6
NONPUBLIC UNIVERSITIES -
5,000 RD MORE ENROLLED $13,044 $14,303 9.7
UNDER 5,000 ENROLLED $11,316 $12,763 12.8
PUBLIC COLLEGES $11,231 $12,304 9.6
NON PUBLIC COLLEGES -
1,000 OR MORE ENROLLED $10,191 $11,483 12.7
500 - 999 ENROLLED $9,413 $10,440 10.9
UNDER 500 ENROLLED $8,886 $9,950 12.0
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ferences in median salaries of men and women faculty is shown in a comparison between the proportions of faculty in universities and in colleges at each rank who are women, as follows:

Faculty rank	Percent of faculty who are women	
	Universities	Colleges
All ranks	16.8	23.5
Professor	6.9	13.4
Associate professor	12.6	19.1
Assistant professor	18.5	24.8
Instructor	39.3	39.6
Lecturer	36.7	38.7

Information from earlier studies in this series shows that during the past 12 years in the institutions reporting salaries by sex, the over-all proportion of faculty who are women has not changed significantly. However, the proportion of faculty who are women has increased by 10 percentage points at the instructor rank while it has decreased at each of the higher ranks over this period, as follows:

Faculty rank	Percent of faculty who are women		
	1959-60	1965-66	1971-72
All ranks	19.1	18.4	19.0
Professor	9.9	8.7	8.6
Associate professor	17.5	15.1	14.6
Assistant professor	21.7	19.4	20.7
Instructor	29.3	32.5	39.4

Distribution of Institutions by Salary Medians

Information in Tables 15-18 provides a view of the structure of salaries paid in colleges and universities. Entries in these tables represent institutions. Table 15 contains the distributions of institutions by type according to their median salaries paid to *professors.* About 1 institution in 20 (5.1 percent) has a median salary being paid to professors which is $21,000 or greater for nine months' teaching. About one-fourth of the institutions (23.8 percent) are paying median salaries of $18,000 or more to professors. At the other end of the distribution, the medians of salaries paid to professors in 4.7 percent of the institutions are less than $11,500 for nine months' teaching. About 1 institution in 4 (23.8 percent) is paying professors median salaries which are less than $14,000.

For salaries paid to *associate professors* (Table 16) the range of institutional medians is greater than $17,000. About 1 institution in 20 pays associate professors median salaries of $16,000 or higher (4.2 percent). About 1 institution in 4 (25.7 percent) reports median salaries paid to associate professors which are $14,000 or higher for nine months' teaching. About 1 institution in 20 (5.4 percent) reports paying associate professors median salaries of less than $10,000.

Table 17 shows the distributions of institutional median salaries paid to *assistant professors.* About 1 institution in 30 (3.5 percent) is paying median salaries of $13,000 or more to assistant professors for nine months' teaching. However, about 1 institution in 20 (4.9 percent) is paying a median salary of less than $8,500 to assistant professors.

The distributions of institutional median salaries paid to *instructors* are listed in Table 18. The range of these medians is about $8,500, from below $6,000 to the $14,500–$14,999 interval. Median salaries of $10,500 or higher are reported by 6.4 percent of the institutions. Median salaries of less than $7,500 are reported by 5.9 percent of the institutions.

Salary Increases for Continuing Faculty

Responses of colleges and universities to the inquiry about the average percent of change in the salaries of continuing faculty personnel are summarized in Tables 19 and 20. These figures do not represent individual staff members' salary increases nor percents of change in the over-all salary budget of an institution. Also, they do not reflect the sums required to pay for additional staff or for increased salaries of positions vacated and filled by other teachers the following year.

Among the 86.1 percent of the institutions participating in this survey which responded to the inquiry about increases from 1969-70 to 1970-71 the median increase was 6.6 percent. Among the 89.8 percent of institutions responding to the request for information about change from 1970-71 to 1971-72 the median increase was 5.4 percent.

Between 1969-70 and 1970-71, the range of the changes was from a decrease to an increase of 20 percent or more. The median percent of increase among the various groupings of institutions ranged from 7.8 percent in the small nonpublic universities (enrolling fewer than 5,000 students) down to 5.9 percent in the small public universities (enrolling fewer than 5,000 students). Among all responding institutions, 4.3 percent had no changes in average salary while 2.9 percent of the institutions reported increases of 13 percent or more. About 1 institution in 5 (17.5 percent) had salary improvements of 9 percent or more between these two sessions.

Between 1970-71 and 1971-72 the range of salary changes again is from a decrease to an increase of 20 percent or more. The median changes by type of institution range from 5.9 percent increase among the small nonpublic universities (enrolling fewer than 5,000 students) down to a 5.1 percent increase among the large and small public universities. A decrease to an increase of less than 2 percent is reported by 16.9 percent of all institutions. An increase of 10 percent or more is reported by 6.2 percent of the institutions.

The following is a summary of the median percents of increase in average salaries of continuing faculty in colleges and universities compiled in this series of reports:

Session	Median percent of increase from previous sessions
1955-56	5.6
1956-57	6.9
1957-58	8.2
1958-59	6.3
1959-60	6.7
1960-61	6.0
1961-62	6.3
1962-63	5.9
1963-64	6.2
1964-65	6.5
1965-66	6.9
1966-67	6.7
1967-68	7.4
1968-69	7.0
1969-70	7.4
1970-71	6.6
1971-72	5.4

The 5.4 percent median increase realized for the 1971-72 session is the lowest recorded in this series.

TABLE 5.--ALL RANKS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL TIME INSTRUCTIONAL PERSONNEL IN 1,.04 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	63	4	7	15	2	6	...	...	...	93	.06	6	...
34,000-34,999	44	2	1	6	1	...	...	...	...	54	.09	...	...
32,000-33,999	89	5	...	69	8	...	...	...	...	171	.21	...	...
30,000-31,999	586	52	75	120	19	92	1	...	...	852	.77	93	.14
28,000-29,999	516	40	23	242	27	32	...	...	...	848	1.33	32	.19
26,000-27,999	929	82	22	377	62	36	9	1	13	1,472	2.30	59	.28
24,000-25,999	1,831	184	52	554	99	136	27	2	6	2,770	4.10	171	.53
23,000-23,999	1,226	118	50	340	86	80	43	3	3	1,870	5.31	129	.72
22,000-22,999	1,582	170	82	366	101	122	70	7	2	2,301	6.83	201	1.02
21,000-21,999	1,782	268	90	452	129	174	121	14	3	2,721	8.63	312	1.49
20,000-20,999	2,555	344	136	517	206	281	192	30	4	3,758	11.11	507	2.24
19,000-19,999	3,066	558	215	559	241	2,111	261	36	12	4,639	14.18	2,420	5.84
18,500-18,999	1,738	389	119	278	156	269	185	27	7	2,680	15.95	488	6.56
18,000-18,499	1,849	408	165	409	183	695	205	21	13	3,014	17.95	934	7.95
17,500-17,999	1,993	489	194	375	218	343	275	44	21	3,269	20.11	683	8.97
17,000-17,499	2,459	649	253	412	229	803	294	74	11	4,002	22.76	1,182	10.72
16,500-16,999	2,614	733	310	405	220	797	326	77	51	4,282	25.59	1,251	12.58
16,000-16,499	3,019	775	276	496	306	549	434	95	29	4,872	28.81	1,107	14.23
15,500-15,999	2,831	820	408	575	292	879	474	100	68	4,926	32.07	1,521	16.49
15,000-15,499	3,515	998	484	579	399	1,289	538	165	56	5,975	36.02	2,048	19.53
14,500-14,999	3,715	1,150	435	569	363	949	589	186	53	6,232	40.14	1,777	22.17
14,000-14,499	4,336	1,493	565	707	448	1,673	777	208	62	7,549	45.14	2,720	26.22
13,500-13,999	4,292	1,524	696	717	477	1,560	756	300	68	7,706	50.23	2,684	30.21
13,000-13,499	4,796	1,481	714	707	570	1,661	970	373	94	8,268	55.70	3,098	34.81
12,500-12,999	4,822	1,785	648	749	619	1,425	1,019	429	95	8,623	61.41	2,968	39.22
12,000-12,499	4,887	1,681	897	898	647	2,029	1,311	519	158	9,010	67.37	4,017	45.19
11,500-11,999	4,497	1,960	806	904	635	2,767	1,457	538	116	8,802	73.19	4,878	52.45
11,000-11,499	4,302	1,903	861	855	714	3,352	1,690	700	179	8,635	78.90	5,921	61.25
10,500-10,999	3,637	1,578	789	716	662	2,262	1,755	862	173	7,382	83.78	5,052	68.76
10,000-10,499	3,167	1,366	776	654	598	1,972	1,781	943	248	6,561	88.12	4,944	76.10
9,500- 9,999	2,024	1,145	647	418	438	1,489	1,502	876	211	4,672	91.21	4,078	82.17
9,000- 9,499	2,069	984	546	367	391	1,392	1,312	947	236	4,357	94.09	3,887	87.94
8,500- 8,999	1,600	745	426	271	260	962	879	753	222	3,302	96.28	2,816	92.13
8,000- 8,499	1,297	573	368	145	266	771	668	577	232	2,649	98.03	2,248	95.47
7,500- 7,999	747	381	131	81	95	346	393	434	204	1,435	98.98	1,377	97.52
7,000- 7,499	485	272	68	44	56	129	240	271	157	925	99.59	797	98.70
6,500- 6,999	227	44	23	17	27	33	85	77	81	338	99.81	276	99.11
6,000- 6,499	100	31	1	12	16	16	63	35	57	160	99.92	171	99.37
BELOW $6,000	78	22	1	9	4	32	80	124	187	114	100.00	423	100.00
TOTAL SALARIED INDIVIDUALS	85,365	27,206	12,362	15,986	10,270	33,514	20,782	9,848	3,132	15,189	100.00	67,276	100.00
CONTRIBUTED SERVICES	321	166	48	138	514	57	654	836	643	1,187	...	2,190	...
NUMBER OF INSTITUTIONS	87	68	62	32	59	174	224	216	182	308	...	796	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	11,679	10,892	10,566	11,725	10,815	10,773	9,991	9,101	8,209	11,342	...	10,075	...
MEDIAN	13,960	12,757	12,411	14,303	12,763	12,304	11,483	10,440	9,950	13,523	...	11,669	...
THIRD QUARTILE	17,197	15,144	14,855	18,376	15,530	15,122	13,752	12,240	12,146	16,605	...	14,151	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	35,000+	35,000+	31,000	27,000	27,000	35,000+	...	35,000+	...

TABLE 4.--ALL RANKS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTIONAL PERSONNEL IN 1,104 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	9	37	13	18	...	8	...	14	82	17	99	.04
34,000-34,999	2	16	11	16	1	2	...	6	47	7	54	.07
32,000-33,999	29	46	33	37	1	10	4	11	94	77	171	.14
30,000-31,999	86	581	74	113	30	19	10	32	805	140	945	.58
28,000-29,999	187	252	83	185	27	52	8	86	611	269	880	.98
26,000-27,999	287	360	152	348	66	49	27	242	1,069	462	1,531	1.68
24,000-25,999	365	978	302	553	163	118	41	371	2,203	688	2,891	3.00
23,000-23,999	256	533	224	426	93	82	20	315	1,474	475	1,949	3.90
22,000-22,999	250	686	309	576	173	142	45	321	1,956	546	2,502	5.04
21,000-21,999	296	751	360	764	198	174	76	414	2,314	719	3,033	6.43
20,000-20,999	363	1,219	549	1,033	290	297	109	405	3,316	949	4,265	8.38
19,000-19,999	458	1,230	674	1,353	406	383	164	2,391	5,950	1,109	7,059	11.61
18,500-18,999	274	862	493	807	234	191	115	192	2,515	653	3,168	13.06
18,000-18,499	288	675	580	954	257	305	149	740	3,117	831	3,948	14.87
17,500-17,999	311	977	635	908	345	242	150	384	3,019	933	3,952	16.68
17,000-17,499	385	1,070	801	1,043	443	398	211	833	4,164	1,020	5,184	19.05
16,500-16,999	352	1,162	868	1,174	440	395	203	939	4,454	1,079	5,533	21.58
16,000-16,499	393	1,307	1,037	1,291	586	556	274	535	4,619	1,360	5,979	24.32
15,500-15,999	457	1,101	1,262	1,485	557	496	254	835	4,938	1,509	6,447	27.27
15,000-15,499	519	1,771	1,369	1,654	684	654	319	1,053	6,286	1,737	8,023	30.94
14,500-14,999	507	1,866	1,573	1,776	682	616	345	644	6,249	1,760	8,009	34.61
14,000-14,499	674	2,270	1,775	2,100	841	797	399	1,413	8,067	2,202	10,269	39.31
13,500-13,999	706	1,877	2,016	2,190	937	721	445	1,498	8,072	2,318	10,390	44.07
13,000-13,499	668	1,862	2,161	2,548	1,104	942	481	1,600	8,652	2,714	11,366	49.27
12,500-12,999	915	2,426	2,261	2,621	1,102	789	524	953	8,680	2,911	11,591	54.58
12,000-12,499	908	2,300	2,463	2,822	1,294	1,050	582	1,608	9,494	3,533	13,027	60.54
11,500-11,999	942	2,207	2,490	2,768	1,321	912	640	2,400	10,030	3,650	13,680	66.80
11,000-11,499	973	2,180	2,622	2,823	1,496	1,055	591	2,816	10,418	4,138	14,556	73.46
10,500-10,999	819	1,902	2,521	2,514	1,371	847	607	1,853	8,266	4,168	12,434	79.15
10,000-10,499	839	1,857	2,402	2,202	1,357	844	503	1,501	7,281	4,224	11,505	84.42
9,500- 9,999	515	1,387	2,018	1,747	1,239	705	389	750	5,305	3,445	8,750	88.43
9,000- 9,499	420	1,285	2,096	1,648	1,171	772	321	531	4,991	3,253	8,244	92.20
8,500- 8,999	240	834	1,660	1,231	925	527	247	454	3,733	2,385	6,118	95.00
8,000- 8,499	134	547	1,632	890	760	497	227	210	3,009	1,888	4,897	97.24
7,500- 7,999	85	268	1,017	489	341	308	171	133	1,605	1,207	2,812	98.53
7,000- 7,499	43	131	567	262	250	188	54	227	954	768	1,722	99.32
6,500- 6,999	16	57	229	83	100	72	32	25	327	287	614	99.60
6,000- 6,499	4	27	136	34	50	62	9	9	148	183	331	99.75
BELOW $6,000	30	73	138	82	119	52	12	31	133	404	537	100.00
TOTAL SALARIED INDIVIDUALS	15,005	40,970	41,606	45,568	21,454	16,329	8,758	28,775	158,447	60,018	218,465	100.00
CONTRIBUTED SERVICES	245	802	352	722	570	154	86	446	592	2,785	3,377	...
NUMBER OF INSTITUTIONS	96	209	231	209	145	75	34	105	391	713	1,104	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	11,312	11,430	10,189	11,037	10,151	10,533	10,685	11,261	11,185	10,140	10,865	...
MEDIAN	13,464	13,804	12,259	13,111	12,088	12,673	12,495	13,277	13,280	12,001	12,932	...
THIRD QUARTILE	17,123	17,014	14,818	16,080	14,729	15,375	14,985	16,767	16,238	14,879	15,886	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	34,500	35,000+	33,000	35,000+	35,000+	35,000+	35,000+	...

TABLE 5.--PROFESSORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME PROFESSORS IN 1,041 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	62	4	9	15	2	6	...	...	...	92	.22	6	.04
34,000-34,999	43	2	1	6	1	...	...	...	...	53	.34	...	.04
32,000-33,999	86	5	...	69	8	...	...	...	...	170	.75	...	.04
30,000-31,999	586	52	75	120	19	92	1	...	...	852	2.78	93	.68
28,000-29,999	513	40	21	238	27	32	...	...	...	839	4.78	32	.90
26,000-27,999	917	82	22	376	60	36	9	1	13	1,457	8.26	59	1.31
24,000-25,999	1,615	149	37	543	96	90	25	2	6	2,440	14.06	123	2.17
23,000-23,999	1,130	109	41	330	85	58	43	3	3	1,695	18.13	107	2.91
22,000-22,999	1,424	147	74	353	99	79	69	7	2	2,097	23.14	157	4.00
21,000-21,999	1,701	263	81	432	124	173	119	14	3	2,601	29.34	309	6.14
20,000-20,999	2,161	261	114	474	191	155	187	30	4	3,201	36.98	376	8.75
19,000-19,999	2,597	497	180	485	221	2,007	248	35	12	3,980	46.48	2,302	24.71
18,500-18,999	1,316	319	84	217	136	163	173	25	6	2,072	51.43	367	27.25
18,000-18,499	1,439	359	144	294	154	663	188	20	13	2,390	57.13	884	33.38
17,500-17,999	1,355	382	145	235	164	199	236	41	19	2,281	62.58	495	36.82
17,000-17,499	1,565	472	200	224	147	659	259	67	10	2,608	68.80	995	43.72
16,500-16,999	1,403	507	230	187	134	616	266	71	47	2,461	74.68	1,000	50.65
16,000-16,499	1,412	495	177	197	165	298	331	85	20	2,446	80.51	734	55.74
15,500-15,999	1,020	451	225	187	123	631	337	78	57	2,006	85.30	1,103	63.39
15,000-15,499	857	424	215	108	139	386	331	126	40	1,743	89.46	883	69.51
14,500-14,999	579	354	132	76	102	278	317	127	36	1,243	92.43	758	74.77
14,000-14,499	471	295	127	59	102	209	336	137	27	1,054	94.95	709	79.68
13,500-13,999	273	205	106	52	87	170	179	167	32	723	96.67	548	83.48
13,000-13,499	196	144	71	18	77	132	207	157	43	506	97.88	539	87.22
12,500-12,999	102	70	55	23	54	71	146	164	37	304	98.60	418	90.12
12,000-12,499	83	42	42	20	41	67	101	125	61	228	99.15	354	92.58
11,500-11,999	35	27	24	16	38	23	102	95	42	140	99.48	262	94.39
11,000-11,499	21	19	13	11	20	33	81	83	40	84	99.68	237	96.04
10,500-10,999	6	7	5	3	8	14	42	119	27	29	99.75	202	97.44
10,000-10,499	7	1	5	3	19	11	42	47	28	35	99.84	128	98.32
9,500- 9,999	2	3	...	1	3	5	8	33	21	9	99.86	67	98.79
9,000- 9,499	1	...	4	...	7	2	8	29	24	12	99.89	63	99.23
8,500- 8,999	5	...	...	...	9	...	7	14	21	14	99.92	42	99.52
8,000- 8,499	2	...	...	1	10	1	2	6	7	13	99.95	16	99.63
7,500- 7,999	1	...	2	...	3	...	1	6	3	6	99.96	10	99.70
7,000- 7,499	2	...	...	...	5	...	1	1	9	7	99.98	11	99.77
6,500- 6,999	1	...	...	...	...	...	2	...	4	1	99.98	6	99.82
6,000- 6,499	...	1	...	...	3	...	...	...	2	4	99.99	2	99.83
BELOW $6,000	1	...	...	...	...	...	...	...	24	1	100.00	24	100.00
TOTAL SALARIED INDIVIDUALS	24,992	6,188	2,661	5,373	2,683	7,359	4,404	1,915	743	41,897	100.00	14,421	100.00
CONTRIBUTED SERVICES	59	25	11	33	174	6	149	171	191	302	...	517	...
NUMBER OF INSTITUTIONS	84	66	60	32	59	168	220	206	146	301	...	740	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	$6,250	$7,750	$8,250	$6,250	$8,250	$6,750	$7,250	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	16,917	15,447	15,184	17,835	15,298	15,847	14,256	12,183	11,197	16,473	...	14,477	...
MEDIAN	19,131	17,052	16,777	20,569	17,639	17,685	15,929	13,735	13,250	18,645	...	16,547	...
THIRD QUARTILE	22,091	19,129	18,939	24,079	20,216	19,443	17,917	15,502	15,757	21,700	...	18,944	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	35,000+	35,000+	31,000	27,000	27,000	35,000+	...	35,000+	...

TABLE 6.--PROFESSORS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME PROFESSORS IN 1,041 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	9	37	13	17	...	8	...	14	81	17	98	.17
34,000-34,999	2	16	10	16	1	2	...	6	46	7	53	.26
32,000-33,999	29	46	32	37	1	10	4	11	93	77	170	.57
30,000-31,999	86	581	74	113	30	19	10	32	805	140	945	2.24
28,000-29,999	185	250	79	184	27	52	8	86	606	265	871	3.79
26,000-27,999	285	359	145	344	66	49	27	241	1,057	459	1,516	6.48
24,000-25,999	361	677	293	543	162	115	41	371	1,891	672	2,563	11.03
23,000-23,999	251	416	212	418	92	82	19	312	1,338	464	1,802	14.23
22,000-22,999	239	492	286	562	171	139	45	320	1,724	530	2,254	18.23
21,000-21,999	258	722	340	742	193	170	76	409	2,218	692	2,910	23.40
20,000-20,999	311	714	508	974	281	286	108	395	2,691	886	3,577	29.75
19,000-19,999	353	838	601	1,227	385	363	155	2,360	5,281	1,001	6,282	40.91
18,500-18,999	194	461	420	703	212	172	108	169	1,882	557	2,439	45.24
18,000-18,499	157	516	470	800	221	270	132	708	2,605	669	3,274	51.05
17,500-17,999	174	498	491	645	294	207	134	333	2,081	695	2,776	55.98
17,000-17,499	186	561	554	679	348	330	184	761	2,896	707	3,603	62.38
16,500-16,999	130	519	581	669	314	276	173	799	2,756	705	3,461	68.52
16,000-16,499	148	438	598	640	400	363	194	399	2,382	798	3,180	74.17
15,500-15,999	107	401	653	584	316	288	162	598	2,327	782	3,109	79.69
15,000-15,499	116	384	587	415	335	330	191	268	1,882	744	2,626	84.35
14,500-14,999	71	208	566	357	278	211	159	151	1,343	658	2,001	87.91
14,000-14,499	79	219	484	260	258	186	125	152	1,102	661	1,763	91.04
13,500-13,999	54	96	448	191	203	98	105	76	754	517	1,271	93.29
13,000-13,499	39	86	356	151	185	107	67	54	543	502	1,045	95.15
12,500-12,999	28	36	266	103	126	84	24	55	298	424	722	96.43
12,000-12,499	24	37	193	81	118	72	18	39	234	348	582	97.47
11,500-11,999	8	25	122	56	83	53	6	49	109	293	402	98.18
11,000-11,499	15	30	88	51	65	44	8	20	86	235	321	98.75
10,500-10,999	5	21	65	45	36	25	10	24	32	199	231	99.16
10,000-10,499	5	12	47	21	31	15	8	24	24	139	163	99.45
9,500- 9,999	1	5	18	15	11	13	4	9	10	66	76	99.58
9,000- 9,499	1	5	25	13	14	9	...	8	7	68	75	99.72
8,500- 8,999	...	1	18	16	5	...	...	16	5	51	56	99.82
8,000- 8,499	...	1	7	8	...	3	...	10	3	26	29	99.87
7,500- 7,999	...	1	9	...	1	4	...	1	3	13	16	99.90
7,000- 7,499	...	1	5	...	6	1	...	5	2	16	18	99.93
6,500- 6,999	...	...	3	...	3	...	...	1	1	6	7	99.94
6,000- 6,499	...	1	1	...	...	...	...	4	1	5	6	99.95
BELOW $6,000	...	...	15	6	1	...	...	3	1	24	25	100.00
TOTAL SALARIED INDIVIDUALS	3,911	9,711	9,683	11,686	5,273	4,456	2,305	9,293	41,200	15,118	56,318	100.00
CONTRIBUTED SERVICES	51	192	59	174	124	51	15	153	101	718	819	...
NUMBER OF INSTITUTIONS	86	199	222	198	139	69	34	94	378	663	1,041	...
RANGE PAID												
LOWEST INTERVAL	$9,250	$6,250	-$6,000	-$6,000	-$6,000	$7,250	$9,750	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	17,394	16,904	14,722	16,429	14,810	15,286	15,111	16,724	16,322	14,642	15,925	...
MEDIAN	20,195	19,349	16,730	18,526	16,757	17,070	16,707	18,735	18,330	17,197	18,091	...
THIRD QUARTILE	23,917	22,907	19,287	21,073	19,236	19,499	18,615	19,947	20,836	20,485	20,749	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	34,500	35,000+	33,000	35,000+	35,000+	35,000+	35,000+	...

TABLE 7.--ASSOCIATE PROFESSORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS IN 1,031 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	1	...	...	...	...	...	...	...	...	1	...	...	...
32,000-33,999	1	...	...	...	...	...	...	...	...	1	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	2	...	2	4	...	...	...	...	...	8	.02	...	...
26,000-27,999	6	...	...	1	2	...	...	...	...	9	.05	...	...
24,000-25,999	210	35	15	9	3	45	2	...	...	272	.78	48	.30
23,000-23,999	94	9	7	8	...	22	...	...	...	118	1.09	22	.44
22,000-22,999	150	23	7	12	1	42	...	...	...	193	1.61	42	.71
21,000-21,999	71	5	9	16	5	1	...	...	...	106	1.90	1	.72
20,000-20,999	209	48	14	32	13	61	2	...	...	316	2.74	63	1.12
19,000-19,999	349	37	26	63	20	60	6	...	...	495	4.07	60	1.54
18,500-18,999	288	44	20	54	20	38	9	2	1	426	5.21	50	1.86
18,000-18,499	379	48	18	103	25	31	15	...	...	573	6.75	46	2.15
17,500-17,999	499	60	31	128	53	77	31	1	...	771	8.82	109	2.84
17,000-17,499	792	160	49	165	75	129	25	6	1	1,241	12.15	161	3.87
16,500-16,999	1,005	176	65	191	79	116	54	3	2	1,516	16.22	175	4.98
16,000-16,499	1,324	218	85	253	120	175	89	4	3	2,000	21.59	271	6.71
15,500-15,999	1,526	318	164	309	149	210	116	17	11	2,466	28.20	354	8.97
15,000-15,499	2,029	453	221	340	217	767	182	32	11	3,260	36.95	992	15.29
14,500-14,999	2,089	569	224	361	203	368	223	50	15	3,446	46.20	656	19.47
14,000-14,499	2,429	749	348	432	241	1,077	376	61	20	4,199	57.47	1,534	29.24
13,500-13,999	2,157	857	433	374	242	1,033	438	109	22	4,063	68.37	1,602	39.45
13,000-13,499	2,061	804	388	298	256	1,075	546	168	34	3,807	78.59	1,823	51.07
12,500-12,999	1,257	663	231	268	232	517	521	175	29	2,651	85.70	1,242	58.98
12,000-12,499	889	560	295	189	184	1,002	570	240	57	2,117	91.38	1,869	70.89
11,500-11,999	497	437	258	130	141	498	452	244	34	1,363	95.04	1,228	78.72
11,000-11,499	309	216	134	53	106	303	376	266	56	818	97.23	1,001	85.10
10,500-10,999	175	99	83	39	101	188	282	254	39	497	98.57	763	89.96
10,000-10,499	94	65	46	26	58	102	16[illegible]	207	70	289	99.34	562	93.54
9,500- 9,999	44	26	27	15	14	53	135	160	46	126	99.68	394	96.05
9,000- 9,499	21	11	8	9	17	25	86	120	33	66	99.86	264	97.73
8,500- 8,999	5	3	7	5	5	2	41	69	20	25	99.93	132	98.57
8,000- 8,499	4	...	3	1	2	1	32	39	36	10	99.95	108	99.26
7,500- 7,999	2	...	...	...	2	...	8	27	24	4	99.96	59	99.64
7,000- 7,499	3	...	...	1	2	...	11	2	2	6	99.98	15	99.73
6,500- 6,999	1	1	...	1	...	...	3	...	3	3	99.99	6	99.77
6,000- 6,499	...	...	...	...	1	...	5	...	6	1	99.99	11	99.84
BELOW $6,000	1	...	...	...	1	1	...	...	23	2	100.00	24	100.00
TOTAL SALARIED INDIVIDUALS	20,973	6,694	3,118	3,890	2,590	8,020	4,819	2,256	598	37,265	100.00	15,693	100.00
CONTRIBUTED SERVICES	34	27	1	29	143	2	168	178	128	234	...	476	...
NUMBER OF INSTITUTIONS	84	66	61	32	58	171	220	205	134	301	...	730	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	$6,750	$8,250	$6,750	-$6,000	-$6,000	$6,250	$7,250	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	13,471	12,693	12,540	13,395	12,529	12,415	11,547	10,355	9,527	13,176	...	11,738	...
MEDIAN	14,629	13,770	13,707	14,644	13,857	13,618	12,716	11,470	10,962	14,332	...	13,046	...
THIRD QUARTILE	16,052	14,965	14,896	16,131	15,310	14,688	13,915	12,683	12,496	15,742	...	14,217	...
HIGHEST INTERVAL	34,500	25,000	29,000	29,000	27,000	25,000	25,000	18,750	18,750	34,500	...	25,000	...

TABLE 8.--ASSOCIATE PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS IN 1,031 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	1	...	...	...	...	...	1	...	1	...
32,000-33,999	...	...	1	...	...	...	...	...	1	...	1	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	2	2	3	1	...	...	...	...	4	4	8	.01
26,000-27,999	2	1	4	1	...	...	...	1	6	3	9	.03
24,000-25,999	4	299	6	9	1	1	...	...	306	14	320	.64
23,000-23,999	3	116	9	8	1	...	1	2	132	8	140	.90
22,000-22,999	11	192	16	11	2	2	...	1	222	13	235	1.34
21,000-21,999	34	28	17	19	3	3	...	3	86	21	107	1.55
20,000-20,999	45	232	28	49	7	10	1	7	332	47	379	2.26
19,000-19,999	102	228	58	103	19	14	9	28	472	89	561	3.32
18,500-18,999	75	181	64	93	21	15	7	20	390	86	476	4.22
18,000-18,499	122	149	105	136	34	29	17	27	476	143	619	5.39
17,500-17,999	123	252	131	234	50	33	16	41	667	213	880	7.05
17,000-17,499	185	414	229	334	90	64	27	59	1,130	272	1,402	9.70
16,500-16,999	199	394	267	451	116	111	29	124	1,362	329	1,691	12.89
16,000-16,499	188	582	376	581	170	178	79	117	1,802	469	2,271	17.18
15,500-15,999	279	570	506	764	210	189	91	211	2,218	602	2,820	22.50
15,000-15,499	300	893	636	997	294	259	119	754	3,470	782	4,252	30.53
14,500-14,999	280	824	729	1,054	319	315	157	424	3,250	852	4,102	38.28
14,000-14,499	345	1,043	866	1,236	430	464	214	1,13[illegible]	4,603	1,130	5,733	49.10
13,500-13,999	274	941	954	1,155	505	398	241	1,197	4,480	1,185	5,665	59.80
13,000-13,499	213	851	944	1,075	535	465	260	1,287	4,328	1,302	5,630	70.43
12,500-12,999	196	583	878	815	467	319	311	324	2,668	1,225	3,893	77.78
12,000-12,499	156	573	783	550	449	313	262	900	2,746	1,240	3,986	85.31
11,500-11,999	132	325	676	339	349	199	223	348	1,590	1,001	2,591	90.20
11,000-11,499	78	196	565	249	351	166	111	103	962	857	1,819	93.64
10,500-10,999	41	105	416	184	257	110	53	94	545	715	1,260	96.02
10,000-10,499	26	99	274	105	163	98	20	66	307	544	851	97.62
9,500- 9,999	11	29	199	68	101	67	15	30	150	370	520	98.61
9,000- 9,499	7	24	120	32	71	53	2	21	65	265	330	99.23
8,500- 8,999	2	14	54	20	22	29	...	16	17	140	157	99.53
8,000- 8,499	1	16	36	15	19	21	5	5	8	110	118	99.75
7,500- 7,999	1	1	33	11	1	11	1	4	2	61	63	99.87
7,000- 7,499	...	...	9	3	1	5	...	3	3	18	21	99.91
6,500- 6,999	...	2	4	2	...	...	...	1	2	7	9	99.92
6,000- 6,499	1	...	4	1	...	6	...	...	...	12	12	99.95
BELOW $6,000	...	...	12	9	3	...	...	2	2	24	26	100.00
TOTAL SALARIED INDIVIDUALS	3,438	10,159	10,013	10,714	5,061	3,947	2,271	7,355	38,805	14,153	52,958	100.00
CONTRIBUTED SERVICES	37	166	64	173	121	31	14	104	64	646	710	...
NUMBER OF INSTITUTIONS	84	198	221	195	139	72	34	88	382	649	1,031	...
RANGE PAID												
LOWEST INTERVAL	$6,250	$6,750	-$6,000	-$6,000	-$6,000	$6,250	$7,750	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	13,487	13,337	12,065	13,128	11,896	12,354	12,263	12,879	13,073	11,707	12,690	...
MEDIAN	14,920	14,668	13,500	14,293	13,258	13,640	13,255	13,698	14,166	13,187	13,958	...
THIRD QUARTILE	16,619	16,456	14,968	15,576	14,612	14,875	14,466	14,491	15,486	14,740	15,345	...
HIGHEST INTERVAL	29,000	29,000	34,500	29,000	25,000	25,000	23,500	27,000	34,500	29,000	34,500	...

TABLE 9.--ASSISTANT PROFESSORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS IN 1,030 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	1	...	...	...	...	...	...	...	...	1	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	1	...	...	...	...	...	...	...	...	1	...	...	...
26,000-27,999	5	...	...	...	...	...	...	...	...	5	.01	...	...
24,000-25,999	3	...	...	1	...	...	...	...	...	4	.02	...	...
23,000-23,999	...	...	1	2	...	...	...	...	...	3	.02	...	...
22,000-22,999	5	...	...	1	...	1	...	...	...	6	.04	1	...
21,000-21,999	5	...	...	4	...	...	...	...	...	9	.05	...	...
20,000-20,999	174	35	8	9	2	64	1	...	...	228	.51	65	.25
19,000-19,999	114	22	9	10	...	44	1	1	...	155	.82	46	.43
18,500-18,999	128	26	14	5	...	66	...	...	...	173	1.16	66	.69
18,000-18,499	26	1	2	10	3	...	...	...	...	42	1.25	...	.69
17,500-17,999	125	47	17	8	1	67	3	...	...	198	1.64	70	.96
17,000-17,499	47	3	2	18	6	1	1	...	...	76	1.80	2	.97
16,500-16,999	172	42	14	23	5	44	1	3	...	256	2.31	48	1.16
16,000-16,499	257	59	13	38	20	75	5	...	1	387	3.08	81	1.47
15,500-15,999	239	37	17	75	18	22	9	2	...	386	3.85	33	1.60
15,000-15,499	550	97	43	124	40	102	20	6	4	854	5.56	132	2.12
14,500-14,999	853	186	69	121	55	266	39	2	1	1,284	8.13	308	3.32
14,000-14,499	1,209	291	79	201	99	212	57	6	8	1,879	11.88	283	4.42
13,500-13,999	1,600	393	143	265	143	301	125	17	6	2,544	16.96	449	6.18
13,000-13,499	2,399	505	237	361	223	430	192	33	11	3,725	24.41	666	8.77
12,500-12,999	2,974	860	334	426	322	612	323	84	17	4,916	34.23	1,036	12.82
12,000-12,499	3,669	1,001	513	633	387	894	591	140	24	6,203	46.63	1,649	19.25
11,500-11,999	3,596	1,341	571	669	428	2,115	848	184	31	6,605	59.83	3,178	31.65
11,000-11,499	3,320	1,436	647	674	527	2,789	1,113	324	65	6,604	73.03	4,291	48.39
10,500-10,999	2,603	1,194	563	525	449	1,818	1,200	444	77	5,334	83.69	3,539	62.20
10,000-10,499	1,894	911	521	361	344	1,374	1,176	606	94	4,031	91.74	3,250	74.88
9,500- 9,999	780	586	327	168	219	929	834	544	82	2,080	95.90	2,389	84.20
9,000- 9,499	440	265	187	112	166	644	619	543	115	1,170	98.24	1,921	91.70
8,500- 8,999	201	147	77	36	68	218	314	333	108	529	99.29	973	95.50
8,000- 8,499	65	46	54	13	34	76	203	222	81	212	99.72	582	97.77
7,500- 7,999	23	19	14	7	19	17	111	128	63	82	99.88	319	99.01
7,000- 7,499	6	7	1	4	6	6	46	47	47	24	99.93	146	99.58
6,500- 6,999	4	3	...	...	4	1	24	7	26	11	99.95	58	99.81
6,000- 6,499	11	...	...	1	1	...	8	6	7	13	99.98	21	99.89
BELOW $6,000	9	...	...	...	...	4	3	5	15	9	100.00	27	100.00
TOTAL SALARIED INDIVIDUALS	27,508	9,560	4,477	4,905	3,589	13,192	7,867	3,687	883	50,039	100.00	25,629	100.00
CONTRIBUTED SERVICES	121	80	28	56	150	35	216	261	183	435	...	695	...
NUMBER OF INSTITUTIONS	84	66	61	32	58	171	220	207	131	301	...	729	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	$6,750	$7,250	$6,250	$6,250	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	11,127	10,670	10,441	10,999	10,540	10,508	9,883	9,160	8,387	10,908	...	9,994	...
MEDIAN	12,109	11,562	11,382	11,912	11,460	11,271	10,748	10,007	9,411	11,872	...	10,942	...
THIRD QUARTILE	13,216	12,624	12,386	13,069	12,562	11,977	11,647	10,865	10,657	12,970	...	11,768	...
HIGHEST INTERVAL	35,000+	20,500	23,500	25,000	20,500	22,500	20,500	19,500	16,250	35,000+	...	22,500	...

TABLE 10.--ASSISTANT PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS IN 1,030 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	1	...	...	...	...	1	...	1	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	1	...	...	...	...	...	1	...	1	...
26,000-27,999	...	...	3	2	...	...	...	...	5	...	5	...
24,000-25,999	...	1	3	...	...	...	...	...	3	1	4	.01
23,000-23,999	1	1	1	...	...	...	...	...	1	2	3	.01
22,000-22,999	...	2	4	1	...	...	...	...	6	1	7	.02
21,000-21,999	3	1	1	2	1	1	...	...	5	4	9	.04
20,000-20,999	6	269	9	7	2	...	...	...	281	12	293	.42
19,000-19,999	3	162	14	15	2	5	...	...	189	12	201	.69
18,500-18,999	3	219	7	7	...	3	...	...	234	5	239	1.00
18,000-18,499	7	9	4	14	2	4	...	2	29	13	42	1.06
17,500-17,999	9	222	12	19	1	...	...	5	256	12	268	1.41
17,000-17,499	12	22	13	18	3	3	...	7	53	25	78	1.52
16,500-16,999	21	199	19	43	7	4	1	10	272	32	304	1.92
16,000-16,499	47	272	56	57	13	12	1	10	404	64	468	2.54
15,500-15,999	67	73	98	123	24	16	1	17	315	104	419	3.09
15,000-15,499	99	381	139	227	51	60	8	21	792	194	986	4.39
14,500-14,999	148	595	265	339	76	83	28	58	1,374	218	1,592	6.50
14,000-14,499	240	502	416	559	148	141	59	97	1,791	371	2,162	9.35
13,500-13,999	354	535	593	799	209	221	96	186	2,437	556	2,993	13.31
13,000-13,499	388	853	832	1,245	357	351	150	215	3,571	820	4,391	19.11
12,500-12,999	620	1,088	1,075	1,591	490	375	181	532	4,780	1,172	5,952	26.98
12,000-12,499	630	1,578	1,400	2,034	662	640	282	826	6,077	1,775	7,852	37.36
11,500-11,999	684	1,619	1,602	2,130	796	627	393	1,932	7,623	2,160	9,783	50.28
11,000-11,499	677	1,623	1,781	2,075	948	747	449	2,595	8,192	2,703	10,895	64.68
10,500-10,999	514	1,363	1,762	1,646	884	598	474	1,632	6,178	2,695	8,873	76.41
10,000-10,499	444	1,044	1,632	1,214	856	520	381	1,190	4,700	2,581	7,281	86.03
9,500- 9,999	215	548	1,230	683	686	344	265	498	2,622	1,847	4,469	91.94
9,000- 9,499	165	318	1,033	424	466	239	180	266	1,536	1,555	3,091	96.02
8,500- 8,999	45	150	564	225	245	122	62	89	643	859	1,502	98.01
8,000- 8,499	7	54	310	103	141	87	37	55	241	553	794	99.06
7,500- 7,999	2	27	177	47	51	67	5	25	73	328	401	99.59
7,000- 7,499	...	14	71	11	29	27	10	8	20	150	170	99.81
6,500- 6,999	...	3	23	11	13	4	4	9	8	61	69	99.90
6,000- 6,499	...	2	15	4	10	2	...	1	11	23	34	99.95
BELOW $6,000	...	3	11	10	7	4	...	1	13	23	36	100.00
TOTAL SALARIED INDIVIDUALS	5,411	13,752	15,176	15,686	7,182	5,307	3,067	10,087	54,737	20,931	75,668	100.00
CONTRIBUTED SERVICES	55	272	171	220	196	40	48	128	264	866	1,130	...
NUMBER OF INSTITUTIONS	87	199	219	196	136	72	34	87	382	648	1,030	...
RANGE PAID												
LOWEST INTERVAL	$7,750	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	$6,750	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	10,962	10,968	10,110	10,861	10,085	10,414	10,267	10,616	10,809	9,955	10,560	...
MEDIAN	11,965	12,034	11,213	11,826	11,106	11,428	11,129	11,245	11,705	10,961	11,511	...
THIRD QUARTILE	13,071	13,525	12,418	12,861	12,191	12,463	12,071	11,810	12,826	12,045	12,626	...
HIGHEST INTERVAL	23,500	25,000	29,000	35,000+	21,500	21,500	16,750	18,250	35,000+	25,000	35,000+	...

TABLE 11.--INSTRUCTORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTORS IN 1,016 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	1	...	...	...	...	...	...	...	...	1	...	...	...
22,000-22,999	1	...	...	...	...	...	...	...	...	1	.01	...	...
21,000-21,999	2	...	...	...	...	...	1	...	...	2	.02	1	...
20,000-20,999	2	...	...	...	...	1	...	...	...	2	.03	1	.01
19,000-19,999	...	...	...	...	...	...	...	...	...	...	.03	...	.01
18,500-18,999	...	...	1	1	...	1	1	...	...	2	.04	2	.03
18,000-18,499	...	...	...	...	...	1	...	1	...	...	.04	2	.05
17,500-17,999	...	...	1	1	...	...	...	2	2	2	.05	4	.09
17,000-17,499	22	5	1	2	...	8	2	1	...	30	.21	11	.19
16,500-16,999	9	2	...	1	...	9	...	...	2	12	.27	11	.30
16,000-16,499	3	...	...	1	1	1	3	6	5	5	.30	15	.44
15,500-15,999	12	3	1	...	1	12	3	3	...	17	.38	18	.61
15,000-15,499	28	5	4	...	...	20	2	1	1	37	.58	24	.84
14,500-14,999	72	9	8	3	2	19	3	7	1	94	1.07	30	1.12
14,000-14,499	108	12	6	4	5	36	1	4	6	135	1.78	47	1.57
13,500-13,999	162	13	5	9	3	32	9	7	7	192	2.79	55	2.09
13,000-13,499	72	13	13	10	9	17	13	15	5	117	3.41	50	2.56
12,500-12,999	304	75	21	19	8	142	16	6	11	427	5.65	175	4.22
12,000-12,499	174	54	42	36	27	58	37	14	16	333	7.41	125	5.41
11,500-11,999	289	133	47	64	25	111	42	15	9	558	10.34	177	7.08
11,000-11,499	545	190	62	84	57	195	100	26	18	936	15.27	339	10.29
10,500-10,999	699	256	132	109	97	219	205	45	29	1,293	22.07	498	15.01
10,000-10,499	1,003	360	201	231	163	451	360	83	54	1,958	32.37	948	23.99
9,500- 9,999	1,123	509	287	208	197	487	507	139	56	2,324	44.59	1,189	35.26
9,000- 9,499	1,518	698	340	226	193	709	583	255	62	2,975	60.23	1,609	50.50
8,500- 8,999	1,315	584	335	212	175	727	507	335	71	2,621	74.02	1,640	66.04
8,000- 8,499	1,163	519	305	121	210	683	425	305	108	2,318	86.21	1,521	80.45
7,500- 7,999	673	354	114	70	68	316	266	268	100	1,279	92.93	950	89.45
7,000- 7,499	436	262	66	35	41	117	173	216	94	840	97.35	600	95.14
6,500- 6,999	208	36	22	14	22	23	54	62	47	302	98.94	186	96.90
6,000- 6,499	81	29	1	10	11	13	47	20	40	132	99.63	120	98.03
BELOW $6,000	54	9	1	2	3	20	47	87	53	69	100.00	207	100.00
TOTAL SALARIED INDIVIDUALS	10,079	4,130	2,016	1,473	1,318	4,428	3,407	1,923	797	19,016	100.00	10,555	100.00
CONTRIBUTED SERVICES	73	9	8	19	35	14	97	221	134	144	...	466	...
NUMBER OF INSTITUTIONS	84	66	60	31	58	166	219	203	129	299	...	717	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	8,459	8,330	8,492	8,774	8,439	8,452	8,311	7,679	7,315	8,460	...	8,189	...
MEDIAN	9,365	9,195	9,241	9,612	9,334	9,222	9,158	8,505	8,299	9,327	...	9,017	...
THIRD QUARTILE	10,493	10,135	10,102	10,448	10,210	10,251	9,947	9,293	9,703	10,358	...	9,956	...
HIGHEST INTERVAL	23,500	17,250	18,750	18,750	16,250	20,500	21,500	18,250	17,750	23,500	...	21,500	...

TABLE 12.--INSTRUCTORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTORS IN 1,016 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	1	...	...	...	...	...	1	...	1	...
22,000-22,999	...	...	1	...	...	...	...	...	1	...	1	...
21,000-21,999	...	...	2	...	1	...	...	...	2	1	3	.01
20,000-20,999	...	...	3	...	...	...	...	...	3	...	3	.02
19,000-19,999	...	...	...	...	...	...	...	...	...	...	...	.02
18,500-18,999	1	...	...	...	1	...	...	2	2	2	4	.04
18,000-18,499	1	...	1	...	...	...	...	...	1	1	2	.04
17,500-17,999	2	2	1	...	...	...	...	1	1	5	6	.06
17,000-17,499	1	29	3	2	2	...	...	4	36	5	41	.20
16,500-16,999	1	20	...	...	2	...	...	...	20	3	23	.28
16,000-16,499	6	5	3	2	3	...	...	1	4	16	20	.35
15,500-15,999	3	21	2	2	6	...	...	1	28	7	35	.47
15,000-15,499	2	46	5	3	2	...	1	2	57	4	61	.67
14,500-14,999	5	87	9	12	8	...	1	2	108	16	124	1.09
14,000-14,499	6	130	7	23	4	1	1	10	162	20	182	1.71
13,500-13,999	15	176	15	16	20	1	2	2	212	35	247	2.54
13,000-13,499	20	34	19	48	23	8	4	11	115	52	167	3.11
12,500-12,999	62	388	32	80	15	5	8	12	542	60	602	5.14
12,000-12,499	88	67	70	118	62	14	19	20	328	130	458	6.69
11,500-11,999	108	206	84	176	91	24	15	31	580	155	735	9.18
11,000-11,499	192	279	168	371	128	80	22	37	992	285	1,277	13.50
10,500-10,999	244	357	262	527	188	100	66	47	1,306	485	1,791	19.55
10,000-10,499	341	649	438	739	299	193	87	160	2,015	891	2,906	29.38
9,500- 9,999	277	773	560	918	435	273	102	175	2,406	1,107	3,513	41.26
9,000- 9,499	237	909	901	1,118	607	456	135	221	3,265	1,319	4,584	56.76
8,500- 8,999	185	652	1,008	918	641	368	178	311	2,961	1,300	4,261	71.17
8,000- 8,499	120	464	1,268	712	590	374	180	131	2,670	1,169	3,839	84.15
7,500- 7,999	79	219	796	382	278	221	162	92	1,457	772	2,229	91.69
7,000- 7,499	38	102	480	220	200	151	43	206	881	559	1,440	96.56
6,500- 6,999	15	41	196	69	74	60	23	10	289	199	488	98.21
6,000- 6,499	2	17	113	24	35	49	8	4	124	128	252	99.06
BELOW $6,000	15	10	91	15	97	30	12	6	84	192	276	100.00
TOTAL SALARIED INDIVIDUALS	2,066	5,683	6,539	6,495	3,812	2,408	1,069	1,499	20,653	8,918	29,571	100.00
CONTRIBUTED SERVICES	100	153	51	137	105	27	9	28	104	506	610	...
NUMBER OF INSTITUTIONS	88	195	219	189	135	72	32	86	376	640	1,016	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	9,132	8,935	7,974	8,610	8,228	8,122	8,053	8,217	8,436	8,162	8,353	...
MEDIAN	10,095	9,777	8,661	9,406	8,993	8,933	8,799	8,983	9,285	9,053	9,218	...
THIRD QUARTILE	10,993	11,124	9,546	10,335	9,887	9,678	9,798	9,909	10,336	9,974	10,223	...
HIGHEST INTERVAL	18,750	17,750	23,500	17,250	21,500	14,250	15,250	18,750	23,500	21,500	23,500	...

TABLE 13.–LECTURERS, BY TYPE OF INSTITUTION AND GEOGRAPHIC REGION: SALARIES PAID TO 3,950 FULL-TIME LECTURERS IN 231 COLLEGES AND UNIVERSITIES GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, 1971-72

Item	Lowest interval	First quartile	Median	Third quartile	Highest interval	Number of institutions	Number of salaried full-time faculty
1	2	3	4	5	6	7	8
TOTAL	$–6,000	$ 9,926	$11,899	$14,041	$27,000	231	3,950
TYPE OF INSTITUTION							
Public universities (by enrollment)							
10,000 or more	–6,000	10,095	11,847	14,016	27,000	50	1,813
5,000–9,999	–6,000	11,339	12,923	14,238	19,500	23	634
Under 5,000	6,750	9,464	11,667	13,583	23,500	14	90
Nonpublic universities (by enrollment)							
5,000 or more	–6,000	9,909	11,129	13,094	25,000	13	345
Under 5,000	6,750	9,219	10,464	12,469	23,500	18	90
Public colleges	–6,000	10,603	12,804	14,235	18,750	36	515
Nonpublic colleges (by enrollment)							
1,000 or more	–6,000	9,133	10,913	13,365	22,500	37	285
500–999	–6,000	5,762	6,083	7,125	11,250	22	67
Under 500	–6,000	5,693	5,885	7,616	14,250	18	111
GEOGRAPHIC REGION							
New England	–6,000	9,288	10,717	12,792	23,500	17	179
Mideast	–6,000	12,236	13,591	14,413	25,000	51	1,665
Southeast	–6,000	9,081	10,891	12,613	23,500	37	195
Great Lakes	–6,000	9,145	10,578	12,106	27,000	52	987
Plains	–6,000	7,268	8,708	10,344	16,750	24	126
Southwest	–6,000	8,547	10,661	12,938	25,000	17	211
Rocky Mountain	6,250	8,150	9,125	10,393	13,750	7	46
Far West	–6,000	10,100	11,250	13,178	23,500	26	541
GROUPS OF INSTITUTIONS							
All universities	–6,000	10,183	12,116	14,039	27,000	118	2,972
All colleges	–6,000	8,060	11,208	14,046	22,500	113	978
All public	–6,000	10,306	12,556	14,160	27,000	123	3,052
All nonpublic	–6,003	7,947	10,399	12,469	25,000	108	898

TABLE 14.–INSTRUCTORS AND LECTURERS COMBINED, BY TYPE OF INSTITUTION AND GEOGRAPHIC REGION: SALARIES PAID TO 33,521 FULL-TIME FACULTY HAVING RANK OF INSTRUCTOR OR LECTURER IN 1,025 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, 1971-72

Item	Lowest interval	First quartile	Median	Third quartile	Highest interval	Number of institutions	Number of salaried full-time faculty
1	2	3	4	5	6	7	8
TOTAL	$ 6,000	$8,414	$ 9,347	$10,509	$27,000	1,025	33,521
TYPE OF INSTITUTION							
Public universities (by enrollment)							
10,000 or more	6,000	8,563	9,563	10,943	27,000	84	11,892
5,000–9,999	6,000	8,448	9,382	10,689	19,500	66	4,764
Under 5,000	6,000	8,512	9,278	10,195	23,500	60	2,106
Nonpublic Universities (by enrollment)							
5,000 or more	6,000	8,882	9,829	10,871	25,000	31	1,818
Under 5,000	6,000	8,457	9,386	10,294	23,500	58	1,408
Public colleges	6,000	8,511	9,353	10,577	20,500	170	4,943
Nonpublic colleges (by enrollment)							
1,000 or more	6,000	8,331	9,217	10,078	22,500	219	3,692
500–999	6,000	7,607	8,456	9,262	18,250	203	1,990
Under 500	6,000	7,061	8,120	9,565	17,750	134	908
GEOGRAPHIC REGION							
New England	6,000	9,138	10,130	11,081	23,500	88	2,245
Mideast	6,000	9,102	10,203	12,727	25,000	199	7,348
Southeast	6,000	7,993	8,692	9,618	23,500	219	6,734
Great Lakes	6,000	8,640	9,497	10,516	27,000	194	7,482
Plains	6,000	8,210	8,988	9,895	21,500	135	3,938
Southwest	6,000	8,134	8,995	9,821	25,000	72	2,619
Rocky Mountain	6,000	8,056	8,809	9,830	15,250	32	1,115
Far West	6,000	8,520	9,403	10,646	23,500	86	2,040
GROUPS OF INSTITUTIONS							
All universities	6,000	8,552	9,490	10,754	27,000	299	21,988
All colleges	6,000	8,188	9,076	10,133	22,500	726	11,533
All public	6,000	8,524	9,444	10,756	27,000	380	23,705
All nonpublic	6,000	8,157	9,108	10,116	25,000	645	9,816

TABLE 15.--INSTITUTIONS BY MEDIAN SALARIES (PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1971-72

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL: PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$31,000-31,999	2	1	1	...	...	...	...	...	...	4
30,000-30,999	1	...	...	...	...	...	...	...	...	1
29,000-29,999	...	...	1	...	...	...	...	...	...	1
28,000-28,999	...	...	...	...	...	2	...	...	...	2
27,000-27,999	...	1	...	...	...	1	...	...	...	2
26,000-26,999	...	...	...	...	...	...	...	...	1	1
25,000-25,999	...	...	...	...	1	1	...	...	...	2
24,000-24,999	1	...	...	2	...	1	...	...	...	4
23,000-23,999	3	...	1	1	1	...	...	...	...	6
22,000-22,999	1	2	1	1	...	2	...	...	...	7
21,000-21,999	2	2	1	4	2	3	1	...	...	15
20,000-20,999	10	2	1	4	2	2	4	...	...	25
19,000-19,999	12	...	2	5	5	13	8	2	1	48
18,000-18,999	22	14	4	6	7	21	12	6	2	94
17,000-17,999	16	5	11	7	7	23	31	5	2	107
16,500-16,999	5	7	10	...	5	7	18	5	4	61
16,000-16,499	5	13	2	1	3	9	12	10	1	56
15,500-15,999	2	8	8	...	4	13	24	5	4	68
15,000-15,499	1	3	3	...	3	13	21	9	3	56
14,500-14,999	...	5	3	...	7	19	15	11	6	66
14,000-14,499	...	...	7	1	2	8	20	13	2	53
13,500-13,999	1	2	1	...	2	8	10	18	4	46
13,000-13,499	...	1	2	...	1	5	14	21	2	46
12,500-12,999	...	...	...	...	4	3	5	15	4	31
12,000-12,499	...	...	1	...	1	3	3	13	7	28
11,500-11,999	...	...	...	...	...	2	6	7	4	19
11,000-11,499	...	...	...	...	...	...	2	4	3	9
10,500-10,999	...	...	...	...	...	...	2	10	1	13
10,000-10,499	...	...	...	...	...	...	1	3	2	6
9,500- 9,999	...	...	...	...	...	...	...	4	2	6
9,000- 9,499	...	...	...	...	...	...	1	...	1	2
8,500- 8,999	...	...	...	...	...	...	...	1	1	2
8,000- 8,499	...	...	...	...	...	...	...	...	1	1
...										
7,000- 7,499	...	...	...	...	...	...	...	...	1	1
...										
BELOW $6,000	...	...	...	...	...	...	...	...	2	2
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 PROFESSORS	84	66	60	32	57	159	210	162	61	891

TABLE 16.--INSTITUTIONS BY MEDIAN SALARIES (ASSOCIATE PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1971-72

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL: PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$23,000-23,999	1	1	...	...	...	...	...	...	...	2
22,000-22,999	2	...	1	...	...	1	...	...	...	4
...										
20,000-20,999	...	1	...	...	...	3	...	...	...	4
19,000-19,999	...	...	...	...	...	1	...	...	...	1
18,000-18,999	...	...	1	...	...	...	...	...	...	1
17,000-17,999	1	...	...	...	...	...	...	...	...	1
16,500-16,999	2	...	2	...	3	3	1	...	...	11
16,000-16,499	1	4	1	2	2	4	1	...	...	15
15,500-15,999	6	...	1	4	1	1	3	...	...	16
15,000-15,499	12	2	2	...	5	7	2	...	...	30
14,500-14,999	16	6	2	11	4	14	4	4	1	62
14,000-14,499	21	8	9	6	8	16	18	3	...	89
13,500-13,999	7	13	14	4	7	27	17	11	2	102
13,000-13,499	14	14	5	3	6	18	38	12	4	114
12,500-12,999	...	13	7	1	2	16	24	11	4	78
12,000-12,499	...	2	8	...	9	21	35	21	5	101
11,500-11,999	1	1	2	...	3	8	21	26	4	66
11,000-11,499	...	1	4	1	4	17	22	32	5	86
10,500-10,999	...	...	...	...	4	2	15	22	6	49
10,000-10,499	...	...	1	...	...	3	8	16	8	36
9,500- 9,999	...	...	...	...	...	...	3	8	4	15
9,000- 9,499	...	...	...	...	...	...	2	8	4	14
8,500- 8,999	...	...	...	...	...	...	1	5	...	6
8,000- 8,499	...	...	...	...	...	...	1	1	6	8
7,500- 7,999	...	...	...	...	...	...	...	2	1	3
7,000- 7,499	...	...	...	...	...	...	1	...	...	1
...										
6,000- 6,499	...	...	...	...	...	...	...	...	1	1
BELOW $6,000	...	...	...	...	...	...	...	...	2	2
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 ASSOCIATE PROFESSORS	84	66	60	32	58	162	217	182	57	918

TABLE 17.--INSTITUTIONS BY MEDIAN SALARIES (ASSISTANT PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1971-72

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL: PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$17,000-17,999	1	...	1	...	...	...	...	...	...	2
16,500-16,999	2	2	...	...	...	2	...	...	...	6
16,000-16,499	...	...	...	...	...	1	...	...	...	1
...										
15,000-15,499	...	...	...	...	...	1	...	...	...	1
14,500-14,999	...	...	...	...	...	1	...	...	...	1
14,000-14,499	...	...	...	...	...	1	...	...	...	1
13,500-13,999	1	...	1	...	2	2	2	1	...	9
13,000-13,499	1	1	3	2	2	3	1	...	...	13
12,500-12,999	10	7	1	2	2	12	2	1	1	38
12,000-12,499	33	6	5	8	10	16	8	3	3	92
11,500-11,999	17	13	10	14	9	23	25	10	...	121
11,000-11,499	15	21	19	3	11	38	38	16	4	165
10,500-10,999	3	12	10	2	10	26	47	25	6	141
10,000-10,499	1	4	6	...	5	26	39	43	10	134
9,500- 9,999	...	...	3	1	4	13	27	42	7	97
9,000- 9,499	...	...	1	...	2	3	11	25	8	50
8,500- 8,999	...	...	...	...	1	2	11	17	10	41
8,000- 8,499	...	...	...	...	...	...	4	11	11	26
7,500- 7,999	...	...	...	...	...	...	1	5	4	10
7,000- 7,499	...	...	...	...	...	...	2	1	5	8
6,500- 6,999	...	...	...	...	...	...	1	...	1	2
...										
BELOW $6,000	...	...	...	...	...	...	...	...	1	1
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 ASSISTANT PROFESSORS	84	66	60	32	58	170	219	200	71	960

TABLE 18.--INSTITUTIONS BY MEDIAN SALARIES (INSTRUCTORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME INSTRUCTORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1971-72

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL: PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$14,500-14,999	...	1	1	...	...	...	...	...	...	2
14,000-14,499	1	...	...	...	...	3	...	...	...	4
13,500-13,999	2	...	...	...	...	2	...	...	...	4
...										
12,500-12,999	...	1	...	...	...	1	...	1	1	4
12,000-12,499	...	...	1	...	...	...	...	1	1	3
11,500-11,999	...	1	...	1	...	...	1	...	...	3
11,000-11,499	...	3	1	1	2	2	...	1	1	11
10,500-10,999	1	2	1	1	4	5	5	2	3	24
10,000-10,499	9	3	2	5	6	19	21	5	5	75
9,500- 9,999	20	8	13	9	7	25	37	6	6	131
9,000- 9,499	18	17	16	5	18	30	44	36	4	188
8,500- 8,999	22	20	14	6	9	30	43	33	6	183
8,000- 8,499	6	5	6	2	7	21	23	27	7	104
7,500- 7,999	4	3	1	1	2	7	10	24	16	68
7,000- 7,499	...	1	...	...	1	4	11	12	5	34
6,500- 6,999	...	...	...	...	...	...	1	2	8	9
6,000- 6,499	...	...	...	...	...	...	...	1	2	3
BELOW $6,000	...	...	...	...	...	...	2	1	1	4
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 INSTRUCTORS	83	65	56	31	56	149	198	152	64	854

TABLE 17. -- SALARY INCREASES, 1969-70 TO 1970-71 - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF INCREASE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS IN 1970-71 OVER SALARIES PAID TO THEM IN 1969-70, 959 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE

PERCENT OF INCREASE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
DECREASE	...	...	...	...	...	...	1	...	2	3	.3
NO INCREASE	...	...	...	1	1	6	6	6	21	41	4.3
LESS THAN 1	...	1	...	...	1	1	...	1	...	4	.4
1 BUT LESS THAN 2	...	...	...	...	...	...	...	...	...	...	...
2 BUT LESS THAN 3	5	4	2	...	...	5	1	1	3	21	2.2
3 BUT LESS THAN 4	1	2	2	...	1	9	5	12	5	37	3.9
4 BUT LESS THAN 5	10	8	6	2	1	13	12	14	5	71	7.4
5 BUT LESS THAN 6	11	12	20	2	8	23	30	48	36	190	19.8
6 BUT LESS THAN 7	16	13	7	9	9	17	48	40	24	183	19.1
7 BUT LESS THAN 8	19	9	8	6	9	15	34	27	19	146	15.2
8 BUT LESS THAN 9	9	2	6	4	9	13	26	15	11	95	9.9
9 BUT LESS THAN 10	4	2	2	1	3	4	13	10	6	45	4.7
10 BUT LESS THAN 11	...	5	3	2	8	9	8	10	13	58	6.0
11 BUT LESS THAN 13	2	...	...	2	3	7	10	8	5	37	3.9
13 BUT LESS THAN 15	...	1	1	...	1	1	4	4	3	15	1.6
15 BUT LESS THAN 20	1	...	...	...	2	1	3	2	1	10	1.0
20 OR MORE	...	1	...	...	...	...	...	1	1	3	.3
INSTITUTIONS REPORTING	78	60	57	29	56	124	201	199	155	959	100.0
NOT INDICATED	9	8	6	3	4	52	23	18	32	155	
MEDIAN PERCENT OF INCREASE REPORTED	6.8	6.3	5.9	7.2	7.8	6.3	7.0	6.4	6.3	6.6	

TABLE 20. -- SALARY INCREASES, 1970-71 TO 1971-72 - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF INCREASE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS IN 1971-72 OVER SALARIES PAID TO THEM IN 1970-71, 1,000 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE

PERCENT OF INCREASE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
DECREASE	...	...	...	...	...	...	2	...	3	5	.5
NO INCREASE	8	4	7	1	8	11	17	26	43	125	12.5
LESS THAN 1	1	2	1	1	...	4	1	6	1	17	1.7
1 BUT LESS THAN 2	1	4	1	...	...	4	4	8	...	22	2.2
2 BUT LESS THAN 3	8	6	6	1	1	6	10	5	4	47	4.7
3 BUT LESS THAN 4	5	6	7	3	3	10	12	21	8	75	7.5
4 BUT LESS THAN 5	15	8	7	5	9	21	21	19	8	113	11.3
5 BUT LESS THAN 6	19	13	17	8	9	26	49	59	39	239	23.9
6 BUT LESS THAN 7	6	7	4	4	12	23	39	22	17	134	13.4
7 BUT LESS THAN 8	7	2	5	3	9	9	22	18	9	84	8.4
8 BUT LESS THAN 9	5	1	1	4	1	5	12	7	14	50	5.0
9 BUT LESS THAN 10	2	4	...	...	4	3	4	7	3	27	2.7
10 BUT LESS THAN 11	2	3	3	1	1	6	2	5	7	30	3.0
11 BUT LESS THAN 13	1	2	...	...	1	3	6	4	3	20	2.0
13 BUT LESS THAN 15	...	...	...	...	...	1	2	1	1	5	.5
15 BUT LESS THAN 20	...	...	...	...	...	1	1	...	2	4	.4
20 OR MORE	...	1	...	...	...	...	1	1	...	3	.3
INSTITUTIONS REPORTING	80	63	59	31	58	133	205	209	162	1,000	100.0
NOT INDICATED	7	5	4	1	2	43	19	8	25	114	
MEDIAN PERCENT OF INCREASE REPORTED	5.1	5.2	5.1	5.6	5.9	5.4	5.7	5.3	5.4	5.4	

III. SALARY-RELATED POLICIES IN COLLEGES AND UNIVERSITIES

INCREASING INTEREST in salary-related practices in higher education and the provisions for communicating policy about these practices has contributed to an enlargement of the scope of the information collected for this biennial survey of salaries in higher education. For the third time, in the present study institutions were asked to report the presence of selected salary practices and to indicate whether or not the policies relating to these practices are documented. Institutions having documented policies in the selected areas were asked to send these materials along with the completed questionnaire.

Policies and Provisions for Communicating Them

The policies of colleges and universities about selected salary-related practices are summarized in this section. Also, up-dating the information reported in previous studies, this section contains a review of the presence and application of salary schedules in higher education. Reports of the characteristics of the 1971-72 salary schedule documents with analysis of the levels of scheduled salaries in 4-year and in 2-year institutions will be issued within a few months. These supplementary reports will provide summary distributions of scheduled minimum and maximum salaries, a review of the provisions for salary increments, and a list of scheduled salaries in the institutions which permit publication of these data.

The information in Table 21 provides a review of the presence and documentation of selected salary-related practices in higher education. The documents which were forwarded with the questionnaire will be used for further studies. The summaries in columns 7 and 9 of Table 21 show the percentages of institutions and of faculty involved in the institutions which reported each questionnaire response. Unless noted, the 1971-72 data are not widely different from the data reported in the two previous surveys.

Qualifications required for appointment or promotion—Almost two-thirds of the institutions reported having a documented policy which prescribes the level of academic preparation required for appointment or promotion to a given rank. The number of faculty in these institutions represent about half of all faculty in the institutions which responded to this section of the survey. At the other extreme about one-sixth of the responding institutions, which employ about one-sixth of the faculty, reported that they do not prescribe the minimum level of academic preparation required for appointment or promotion to a given rank.

More than half of the institutions have a documented policy which prescribes the number of years of experience required for appointment or promotion to a given rank. These institutions employ about three-eighths of the faculty in all institutions responding to this questionnaire item. About one-third of the institutions, which employ more than half of the faculty, do not prescribe the number of years of experience required for appointment or promotion to a given rank.

Documented policy specifying qualifications other than academic preparation and experience being required for appointment or promotion to a given rank was reported by about half of the institutions which employ about half of the faculty in all institutions responding to this questionnaire item. At the other extreme, more than one-third of the responding institutions reported that they do not require qualifications other than academic preparation and experience for appointment or promotion to a given rank. These institutions employ more than one-third of the faculty.

For each of the three practices summarized above, the percent of institutions reporting the policy to be practiced and documented has increased from the level reported in 1967-68 as follows: prescribed level of academic preparation is required, 61.9 percent in 1967-68 up to 64.4 percent in 1971-72; prescribed number of years of experience is required, 50.4 percent in 1967-68 up to 55.1 percent; and qualifications other than academic preparation and experience are required for appointment or promotion to a given rank, 43.4 percent in 1967-68 up to 49.2 percent in 1971-72.

Salary differentials within rank—Slightly less than one-fourth of the institutions, involving about one-sixth of all faculty, reported having a documented policy providing for salary differentials within ranks on the basis of the level of academic preparation. This documented practice is less frequently reported in 1971-72 (22.9 percent) than in the previous surveys (28.8 percent in 1969-70 and 27.2 percent in 1967-68). This condition is currently more prevalent in colleges than in universities (14.6 percent of universities and 26.1 percent of colleges). More than half of the institutions reported that they do not provide salary differentials within ranks on the basis of academic preparation; these institutions employ almost two-thirds of all faculty in the responding institutions.

Distribution among ranks—Documented policy placing limits on the proportion of faculty who may hold a given rank was reported by about 1 institution in 6. Policy which provides that decision regarding the assignment of a given rank requires consideration of the proportion of the faculty already having the given rank was reported to be docu-

mented by 13.0 percent of the institutions in 1967-68 and these institutions employed 15.9 percent of the faculty: slightly lower than the 15.0 percent of institutions and 20.2 percent of faculty in 1971-72. This documented policy is more widespread among public institutions (24.7 percent) than in the nonpublic (9.6 percent). More than two-thirds of all institutions reported that this policy is not practiced: these institutions involve about two-thirds of all faculty.

Requirements for increments—About 2 institutions in 3 reported having a documented policy which describes in objective terms (annual, service, etc.) the basis on which salary increments are awarded. This documented practice is reported by 44.0 percent of the public institutions and by 30.4 percent of the nonpublic institutions. More than two institutions in five reported that they do not describe in objective terms the basis on which salary increments are awarded. These institutions employ a consistent percent of all faculty in the responding institutions (45.8 percent).

Salaries structured by an index—About 1 institution in 12 reported having a documented practice providing for faculty salaries to be interrelated by use of an index or ratio. These employ only 8.7 percent of the faculty in the responding institutions. About 5 institutions in 6, employing about seven-eighths of the faculty, reported that their salaries for faculty are not interrelated by use of an index or ratio.

Academic-year and extended-year salaries related by formula—More than one-third of the institutions reported having a documented policy providing a formula which related the salaries of faculty employed beyond the academic year (11 or 12 months, summer school) to the academic-year salaries. These institutions employ more than three-fifths of the faculty in the responding institutions. This policy is more widespread in the universities (56.8 percent) than in the colleges (28.0 percent). Also, the practice is reported by 61.5 percent of the public institutions and by only 22.0 percent of the nonpublic institutions. This policy is not practiced in about two-fifths of the institutions, which employ about one-fifth of the faculty in all reporting institutions.

Administrative and faculty salaries related by formula—Only 1 institution in 12 reported having a documented formula or ratio by which the salaries paid to administrative and supervisory staff are related to faculty salaries. About five-sixths of the institutions, employing a consistent proportion of the faculty, reported their institutions do not follow this practice.

Communication between governing board and faculty—More than one-fourth (26.4 percent) of the institutions reported having a documented policy providing a formal procedure by which, on matters of faculty salary or welfare, the governing board of the institution or the administration agree to *confer* with faculty representatives. Only 3.2 percent of the institutions reported having a documented policy which provides that the representatives of the governing board or the administration agree to *negotiate* with faculty representatives on matters of faculty salary or welfare. About half (50.3 percent) of the institutions, which employ more than two-fifths of all faculty (42.9 percent), reported they do not have a formal procedure providing for conference or negotiation between the faculty and the governing board or administration.

The reported presence of a documented provision for negotiation on matters of faculty salary or welfare by 3.2 percent of the institutions responding to this item represents a small increase from the 1.5 percent reporting this condition in the survey two years ago, 1969-70, and the 1.0 percent reporting it in 1967-68. Similarly, the percent of faculty in the institutions reporting this provision has increased to 3.8 percent from the 1.3 percent reported in 1969-70 and the 0.5 percent reported in 1967-68.

The combined number of institutions reporting a documented provision for formal procedure for either *conferring* or *negotiating* faculty salary and welfare includes 29.7 percent of the institutions responding to this item in the present study, higher than the 24.9 percent reported in 1969-70 and the 22.3 percent reported in 1967-68. Among public institutions the presence of the documented formal procedure for either conferring or negotiating is reported by 35.4 percent in 1971-72 as compared with 32.2 percent in 1969-70 and with 22.3 percent in 1967-68. In nonpublic institutions the presence of this formal procedure is reported by 26.5 percent of the institutions in the present survey as compared with 21.3 percent in 1969-70 and 22.2 percent in the 1967-68 survey.

Salary Schedules

Respondents were asked to indicate whether or not their institutions maintain an officially adopted salary schedule. The salary schedule was described as a statement that designates minimum and maximum salaries for each rank and that generally designates also the number and amounts of salary increments for faculty members of each rank. As has been shown in the studies of the characteristics of salary schedules in higher education, many of the salary schedules do not include a statement of the provision for salary increments.

Table 22 shows the status of salary schedule policies in the 1,114 reporting institutions by type of institution. While less than half of the institutions maintain a salary schedule, practices are not equally prevalent in the various types of institutions. The use of a schedule is reported by 35.2 percent of the universities and by 49.3 percent of colleges; by 42.6 percent of the public institutions and by 46.8 percent of the nonpublic institutions.

Institutions not having a salary schedule but contemplating an inauguration of one constitute 9.1 percent of the responding institutions. Movement in the direction of establishing salary schedules is most marked among the colleges. These institutions constitute about 87.1 percent of all institutions planning to inaugurate a salary schedule

The extent to which salary schedules are reported among institutions granting the 4-year or higher degree has decreased. Increased emphasis upon a comprehensive definition in the survey instrument probably has contributed to some of this reduction.

Beginning with the 1967-68 study the questionnaire has contained a brief definition of a salary schedule. The following shows the 10-year trend in percents of institutions reporting use of a salary schedule.

Session	Percent of institutions having or planning to have salary schedules
1961-62	71.5
1963-64	70.6
1965-66	68.3
1967-68	62.3
1969-70	59.9
1971-72	54.4

Table 23 shows that among the institutions presently having a salary schedule, only a few (6.7 percent) provide for a higher range of salaries to teachers in selected departments.

Continuing need to use this practice is suggested by the percents of institutions in the most recent salary surveys which reported that they do not provide these deviations.

Session	Percent of institutions where salary provisions apply to all departments
1961-62	92.9
1963-64	93.6
1965-66	95.8
1967-68	91.8
1969-70	93.1
1971-72	93.3

Information in Table 24 shows the extent and types of deviations made from the salary schedules to obtain teachers in fields of scarcity by type of institution. More than 4 institutions in 5 reported that they do not make either of the two types of deviations. Strict adherence to their salary schedule is reported more extensively among colleges (87.4 percent) than in universities (66.1 percent), and more extensively in nonpublic institutions (85.8 percent) than in public institutions (76.8 percent). Among the institutions making some deviations in their salary schedules, the most prevalent practice is to offer the candidate a higher beginning salary than the schedule normally would provide.

The increased adequacy of the supply of college and university faculty in 1971-72 may be reflected in the reduction this year in the proportion of institutions reporting that they deviate from their salary schedules to attract faculty personnel in fields of scarcity.

Session	Percent of institutions deviating from salary schedule because of scarcity of teachers
1961-62	39.0
1963-64	41.4
1965-66	40.6
1967-68	40.4
1969-70	36.0
1971-72	17.2

TABLE 21. -- SELECTED SALARY PRACTICES IN 1,114 COLLEGES AND UNIVERSITIES GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

	SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS: UNIVERSITIES PUBLIC	UNIVERSITIES NONPUBLIC	COLLEGE PUBLIC	COLLEGE NONPUBLIC	TOTAL NUMBER	TOTAL PERCENT	FULL-TIME FACULTY NUMBER	FULL-TIME FACULTY PERCENT
	1	2	3	4	5	6	7	8	9
1.	A PRESCRIBED LEVEL OF ACADEMIC PREPARATION IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
	PRACTICED AND DOCUMENTED	123	53	110	409	695	64.4	114,904	49.1
	PRACTICED, NOT DOCUMENTED	56	22	31	83	192	17.8	80,545	34.4
	NOT PRACTICED	34	13	30	115	192	17.8	38,691	16.5
	NOT INDICATED	5	4	5	21	35		5,113	
2.	A PRESCRIBED NUMBER OF YEARS OF EXPERIENCE IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
	PRACTICED AND DOCUMENTED	93	44	84	373	594	55.1	86,898	37.1
	PRACTICED, NOT DOCUMENTED	24	7	13	65	109	10.1	22,824	9.7
	NOT PRACTICED	96	37	74	169	376	34.8	124,418	53.1
	NOT INDICATED	5	4	5	21	35		5,113	
3.	QUALIFICATIONS OTHER THAN ACADEMIC PREPARATION AND EXPERIENCE ARE REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
	PRACTICED AND DOCUMENTED	95	47	75	314	531	49.2	114,310	48.8
	PRACTICED, NOT DOCUMENTED	39	13	27	87	166	15.4	37,389	16.0
	NOT PRACTICED	79	28	69	206	382	35.4	82,441	35.2
	NOT INDICATED	5	4	5	21	35		5,113	
4.	SALARY DIFFERENTIALS ARE MAINTAINED WITHIN RANKS ON THE BASIS OF THE LEVEL OF ACADEMIC PREPARATION								
	PRACTICED AND DOCUMENTED	35	9	50	153	247	22.9	37,162	15.9
	PRACTICED, NOT DOCUMENTED	47	22	38	150	257	23.8	42,658	18.2
	NOT PRACTICED	131	57	83	304	575	53.3	154,320	65.9
	NOT INDICATED	5	4	5	21	35		5,113	
5.	DECISION REGARDING THE ASSIGNMENT OF A GIVEN RANK REQUIRES CONSIDERATION OF THE PROPORTION OF THE FACULTY ALREADY HAVING THE GIVEN RANK								
	PRACTICED AND DOCUMENTED	51	12	44	55	162	15.0	47,222	20.2
	PRACTICED, NOT DOCUMENTED	30	15	28	92	165	15.3	31,099	13.3
	NOT PRACTICED	132	61	99	460	752	69.7	155,819	66.5
	NOT INDICATED	5	4	5	21	35		5,113	
6.	THE BASIS ON WHICH SALARY INCREMENTS ARE AWARDED IS DESCRIBED IN OBJECTIVE TERMS (ANNUAL, SERVICE, ETC.)								
	PRACTICED AND DOCUMENTED	85	18	84	193	380	35.2	92,653	39.6
	PRACTICED, NOT DOCUMENTED	35	21	26	125	207	19.2	34,224	14.6
	NOT PRACTICED	93	49	61	289	492	45.6	107,263	45.8
	NOT INDICATED	5	4	5	21	35		5,113	
7.	FACULTY SALARIES ARE INTERRELATED BY USE OF AN INDEX OR RATIO								
	PRACTICED AND DOCUMENTED	11	2	33	48	94	8.7	20,480	8.7
	PRACTICED, NOT DOCUMENTED	10	6	13	45	74	6.9	10,106	4.3
	NOT PRACTICED	192	80	125	514	911	84.4	203,554	86.9
	NOT INDICATED	5	4	5	21	35		5,113	
8.	SALARIES OF FACULTY EMPLOYED BEYOND THE ACADEMIC YEAR (11 OR 12 MONTHS, SUMMER SCHOOL) ARE RELATED TO THE ACADEMIC-YEAR SALARIES BY A FORMULA								
	PRACTICED AND DOCUMENTED	136	35	100	118	389	36.1	144,020	61.5
	PRACTICED, NOT DOCUMENTED	43	23	34	130	230	21.3	44,587	19.0
	NOT PRACTICED	34	30	37	359	460	42.6	45,533	19.4
	NOT INDICATED	5	4	5	21	35		5,113	
9.	SALARIES PAID TO ADMINISTRATIVE AND SUPERVISORY STAFF ARE RELATED TO FACULTY SALARIES BY A FORMULA OR RATIO								
	PRACTICED AND DOCUMENTED	22	3	35	27	87	8.1	23,361	10.0
	PRACTICED, NOT DOCUMENTED	20	7	10	57	94	8.7	16,818	7.2
	NOT PRACTICED	171	78	126	523	898	83.2	193,961	82.8
	NOT INDICATED	5	4	5	21	35		5,113	
10.	ON MATTERS OF FACULTY SALARY OR WELFARE A FORMAL PROCEDURE IS MAINTAINED BY WHICH REPRESENTATIVES OF THE GOVERNING BOARD OF THE INSTITUTION OR THE ADMINISTRATION AGREE TO -								
	(A) CONFER WITH FACULTY REPRESENTATIVES								
	PRACTICED AND DOCUMENTED	62	18	56	149	285	26.4	70,409	30.1
	PRACTICED, NOT DOCUMENTED	40	19	24	126	209	19.4	53,292	22.8
	NOT PRACTICED	97	46	82	311	536	49.7	99,521	42.5
	(B) NEGOTIATE WITH FACULTY REPRESENTATIVES								
	PRACTICED AND DOCUMENTED	11	4	7	13	35	3.2	8,995	3.8
	PRACTICED, NOT DOCUMENTED	1	...	1	5	7	.6	872	.4
	NOT PRACTICED	2	1	1	2	6	.6	1,019	.4
	(C) NOT INDICATED	5	4	5	22	36		5,145	

TABLE 22. -- SALARY SCHEDULE POLICIES, 1,114 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

POLICY	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
MAINTAINS SCHEDULE	33	25	26	5	20	84	106	111	95	505	45.3
NO SCHEDULE IN OPERATION	54	42	35	26	31	82	98	79	61	508	45.6
NO SCHEDULE IN OPERATION, BUT ONE CONTEMPLATED	...	1	2	1	9	10	20	27	31	101	9.1
NUMBER OF INSTITUTIONS REPORTING	87	68	63	32	60	176	224	217	187	1,114	100.0

TABLE 23. -- EXTENT TO WHICH SALARY SCHEDULE PROVISIONS APPLY UNIFORMLY TO FULL-TIME TEACHERS IN ALL DEPARTMENTS IN 505 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER EDUCATION, 1971-72

ITEM	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
SALARY PROVISIONS APPLY UNIFORMLY TO ALL DEPARTMENTS	28	24	25	4	17	81	98	105	89	471	93.3
HIGHER SALARIES ARE PROVIDED FOR CERTAIN DEPARTMENTS	5	1	1	1	3	3	8	6	6	34	6.7
NUMBER OF INSTITUTIONS REPORTING	33	25	26	5	20	84	106	111	95	505	100.0
NUMBER NOT INDICATING	...	...	...	...	...	...	...	...	...	...	
NUMBER WITH NO SALARY SCHEDULE .	54	43	37	27	40	92	118	106	92	609	
TOTAL NUMBER OF INSTITUTIONS ...	87	68	63	32	60	176	224	217	187	1,114	

TABLE 24. -- DEVIATIONS FROM SALARY SCHEDULE TO OBTAIN TEACHERS IN FIELDS OF SCARCITY, 505 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER EDUCATION, 1971-72

PRACTICE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
CANDIDATE IS OFFERED A HIGHER RANK THAN SCHEDULE PROVIDES	1	2	...	...	2	2	...	3	1	11	2.2
CANDIDATE IS OFFERED A HIGHER BEGINNING SALARY THAN SCHEDULE PROVIDES	7	3	5	3	3	8	9	10	9	57	11.3
BOTH OF THE PRACTICES ABOVE FOLLOWED	4	4	2	...	1	1	3	1	3	19	3.8
NEITHER OF THE PRACTICES ABOVE FOLLOWED	21	16	19	2	14	73	94	97	82	418	82.8
NUMBER AND PERCENT OF INSTITUTIONS REPORTING	33	25	26	5	20	84	106	111	95	505	100.1*

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

IV. SELECTED STAFFING PRACTICES, 4-YEAR INSTITUTIONS

REVIEWED BRIEFLY in this section are characteristics of institution practices related to staffing and staff assignment. These provide a general background for studying the salaries paid and salary practices in these institutions.

Academic Due Process and Tenure

Institutions were asked to respond to several questions about their policies and practices pertaining to academic due process and faculty tenure. The following paragraphs summarize information given by 1,114 institutions.

Academic due process—Responses of 1,036 institutions to the question, "In this institution to whom is the protection of academic due process afforded?" were distributed as follows: all regular full-time faculty, 84.2 percent; only tenured faculty, 13.4 percent; no faculty, 2.4 percent. All of the 25 institutions which reported that they do not afford the protection of academic due process to faculty are nonpublic colleges. The percentages of 229,442 full-time faculty employed in the institutions reporting each response are as follows: academic due process is afforded to all regular full-time faculty, 89.3 percent; to only tenured faculty, 10.5 percent; to no faculty, 0.2 percent. Listed below are the percentages of institutions and the faculty they employ grouped by institutional type and control which reported the protection of academic due process is afforded to all regular full-time faculty:

Group of institutions	Percent of institutions	Percent of faculty
Public	87.7	89.3
Universities	85.0	88.2
Colleges	91.3	94.1
Nonpublic	82.2	89.3
Universities	89.5	94.6
Colleges	81.1	85.3
Universities	86.3	89.3
Colleges	83.3	89.4
Total institutions	84.2	89.3

Provision of tenure—Of the 1,114 institutions responding, 89.2 percent, which employ 96.4 percent of the faculty, responded affirmatively to the question, "May faculty in this institution acquire tenure (whose service may be terminated by the institution only for adequate cause, except in the case of retirement for age, or under extraordinary circumstances because of financial exigencies)?" Ninety-two of the 120 institutions that gave a negative response to this question are nonpublic colleges. Listed below are the percentages of institutions and the faculty they employ which reported that faculty may acquire tenure:

Group of institutions	Percent of institutions	Percent of faculty
Public	94.9	97.5
Universities	95.9	97.9
Colleges	93.8	95.7
Nonpublic	86.1	93.2
Universities	91.3	94.1
Colleges	85.4	92.6
Universities	94.5	97.3
Colleges	87.2	94.1
Total institutions	89.2	96.4

Percentage of faculty having tenure—The number of full-time faculty having tenure was reported by 880 institutions which employ 180,811 faculty. As a whole, 54.3 percent of full-time faculty in the responding institutions have tenure this year. In 17.4 percent of the institutions, which employ 7.1 percent of the faculty, less than 30.0 percent of the full-time faculty have tenure. On the other hand, in 9.6 percent of the institutions, which employ 13.9 percent of the full-time faculty, 70.0 percent or more of the faculty have tenure. Details about the distribution of institutions by the percentage of full-time faculty having tenure are given in Table 25. Listed below are the means of the percentages of full-time faculty having tenure, and the total percentages of faculty having tenure:

Group of institutions	Mean percent of full-time faculty having tenure	Total percent of faculty having tenure
Public	50.1	55.7
Universities	54.8	57.4
Colleges	44.5	49.6
Nonpublic	47.3	51.0
Universities	52.3	57.6
Colleges	46.5	46.2
Universities	54.0	57.6
Colleges	46.1	47.8
Total institutions	48.3	54.3

Termination date of probationary status specified– 67.1 percent of 938 institutions gave an affirmative answer to the question, "Upon appointment to probationary status is the faculty member given the specific date his probationary period will terminate?" These institutions employ 71.1 percent of the 220,497 full-time faculty. Listed below are the percentages of institutions and the faculty they employ grouped by institution type and control which report that they provide upon appointment the specific termination date of the probationary status of an individual faculty member:

Group of institutions	Percent of institutions	Percent of faculty
Public	68.1	70.3
Universities	73.5	75.9
Colleges	61.3	46.1
Nonpublic	66.4	73.8
Universities	76.9	81.3
Colleges	64.7	68.2
Universities	74.5	76.7
Colleges	63.9	57.2
Total institutions	67.1	71.1

Faculty involvement in tenure decisions– 65.3 percent of 974 institutions responded affirmatively to the question, "Is official action by the faculty, at one or more levels, required on all decisions about the acquisition of tenure?" These institutions employ 77.1 percent of the faculty. Listed below are the percentages of institutions and the 227,744 full-time faculty they employ grouped by institution type and control which reported that official action by the faculty is required on all decisions about the acquisition of tenure:

Group of institutions	Percent of institutions	Percent of faculty
Public	65.5	78.9
Universities	71.5	80.0
Colleges	57.8	73.8
Nonpublic	65.2	71.9
Universities	77.8	80.2
Colleges	63.2	65.8
Universities	73.3	80.1
Colleges	62.0	69.7
Total institutions	65.3	77.1

Explicitness of policy on tenure– 979 institutions responded as follows to the question, "Which of the following best describes the institution policy on tenure?": unwritten tradition, 2.0 percent; written in general terms or refers to a national set of principles, 31.5 percent; written in explicit detail, 66.5 percent. Of the 20 institutions reporting "unwritten tradition" 16 are nonpublic colleges. Only 0.7 percent of the faculty are in institutions which reported "unwritten tradition," 20.6 percent are in the institutions reporting that their policies are written in general terms, and 78.7 percent are in institutions which reported that their policy is written in explicit detail. Listed below are the percentages of institutions and the 227,953 faculty they employ grouped by institutional type and control which reported that the institution policy on tenure is written in explicit detail:

Group of institutions	Percent of institutions	Percent of faculty
Public	76.5	83.1
Universities	80.8	83.6
Colleges	71.2	80.6
Nonpublic	60.4	65.8
Universities	70.4	69.4
Colleges	58.8	63.1
Universities	77.9	81.5
Colleges	61.7	71.7
Total institutions	66.5	78.7

Classifications of appointment status– 58.3 percent of 978 institutions gave a *negative* answer to the question, "May regular full-time faculty be appointed on other than either probationary or tenure status?" These institutions employ 46.1 percent of the 226,878 faculty. Listed below are the percentages of institutions and the faculty they employ grouped by institution type and control which indicated that regular full-time faculty may *not* be appointed on other than either probationary or tenure status:

Group of institutions	Percent of institutions	Percent of faculty
Public	51.2	41.0
Universities	50.7	42.0
Colleges	51.8	36.6
Nonpublic	62.6	61.0
Universities	62.2	58.9
Colleges	62.7	62.6
Universities	54.0	44.6
Colleges	60.1	49.8
Total institutions	58.3	46.1

Academic Calendar

Shown in Table 26 are the number of institutions reporting each of three major types of academic-year calendars. The two-semester year is most widely reported with about three-fifths of the institutions indicating they are using this arrangement. This calendar is used somewhat more widely in the public institutions (65.9 percent) than

in the nonpublic institutions (59.1 percent). The use of a calendar other than those pre-listed is reported almost entirely among the nonpublic colleges. The trend is away from the use of a two-semester year, particularly in the nonpublic colleges. The percentages of institutions reporting an academic year of two semesters were 73.6 percent in 1967-68, 70.0 percent in 1969-70, and 61.5 percent in 1971-72, the percentages of nonpublic colleges reporting a calendar other than those pre-listed have increased from 6.7 percent in 1967-68, to 16.2 percent in 1969-70, to 28.3 percent in 1971-72.

Professorial Rank of Full-Time Teachers

Listed in Table 27 are the percents of faculty personnel in each type of institution who hold each level of faculty rank. About one-fourth of the teaching faculty have the rank of professor, slightly fewer have the rank of associate professor, and about 1 in 6 has the rank of instructor or lecturer.

The distribution in Table 27 shows a difference in the pattern of the percentage distributions of ranks among the various types of institutions. Large public and large nonpublic universities reported higher percents of the faculty to have the rank of professor with fewer persons being assigned the rank of instructor than is noted among the other types of institutions.

The small nonpublic colleges seem to have fewer persons in the associate professor and assistant professor ranks accompanied by a greater proportion having the rank of instructor, and lecturer than is noted among other institutions.

Part-Time Teachers Employed

The information given in this report has been limited to salaries paid to persons who were full-time employees of the university or college–persons whose chief (but not necessarily exclusive) assignment is classroom instruction.

A *part-time* teacher is considered to be a *part-time employee* of the university or college, not a full-time employee with a divided load (e.g., administration, research, or field service). A part-time teacher may teach only one class and at the same time hold a full-time or part-time position in another occupation.

The distributions of 4-year or higher degree-granting institutions by type and by the number of part-time teachers employed are listed in Table 28. Among the 943 institutions which employ part-time teachers, the total number of persons so employed is 55,193. In 29.1 percent of these institutions the number of part-time teachers is under 10.

The distributions show the relationship between enrollment size and the number of part-time teachers employed in the various types of institutions. The mean and median numbers of part-time teachers employed progress downward with each interval of decreased institutional size.

Another view of the impact of part-time teachers may be provided by a comparison of the number of persons employed part time with the number of persons employed full time and with the number of students in each of the various types of institutions. The summary provided in Table 29 shows that the ratio of the number of part-time teachers to the number of full-time teachers is greatest in the large nonpublic universities and in the small nonpublic colleges. Also, the impact of part-time teachers upon students is most limited in the medium and small public universities; here there are more than 100 students per part-time teacher. These two observations show the impact of part-time teachers upon students to be greatest in the large nonpublic universities, and in the small nonpublic colleges. However, this is accompanied by a comparatively low number of students per full-time teacher in the small nonpublic colleges.

Limitations of conclusions about the impact of part-time teachers in the institutions as a whole within each of the classifications is suggested by the distributions of the number of part-time teachers employed by each type of institution (Table 29). The mean number of part-time teachers (derived through use of processes similar to that used to prepare the summary in Table 29) in each type of institution is larger than the median (almost three times as large in large public universities) for the same classification of institutions. This condition indicates that the impact of part-time teachers is very much greater among a relatively few institutions of each type than among a large number of institutions having similar enrollment and control characteristics.

Teaching Assistants

The 428 institutions reporting the presence of teaching assistants represent 38.4 percent of the 1,114 institutions responding to the survey.

The numbers of teaching assistants reported range from one to 4,544 with a median of 28. The presence of these positions is related to the size of employing institution with the mean number in large public universities, 477, more than three times as large as the mean number employed in all institutions. The total number of teaching assistants (71,599) employed in the 428 institutions which reported having one or more is 30.1 percent of the total number of full-time faculty in all institutions (1,114) which responded to the survey questionnaire.

About 7 teaching assistants in 10 (71.2 percent) are employed in the large public universities. The number employed in the large public universities and in the large nonpublic universities combined amounts to more than four-fifths of all teaching assistants reported (81.8 percent).

TABLE 25. DISTRIBUTION OF 4-YEAR COLLEGES AND UNIVERSITIES BY THE PERCENTS OF FULL-TIME FACULTY HAVING TENURE, BY TYPE OF INSTITUTION, 1971-72

PERCENT OF FULL-TIME FACULTY HAVING TENURE	PUBLIC				NONPUBLIC				TOTAL	
	UNIVERSITIES		COLLEGES		UNIVERSITIES		COLLEGES			
	INSTITUTIONS	FACULTY	INSTITUTIONS	FACULTY	INSTITUTIONS	FACULTY	INSTITUTIONS	FACULTY	INSTITUTIONS	FACULTY
1	2	3	4	5	6	7	8	9	10	11
BELOW 10 PERCENT	...	...	6	713	2	237	19	984	27	1,934
	...	...	4.3	2.5	2.6	1.0	3.8	3.1	3.1	1.1
10 - 19	1	83	9	1,094	1	296	26	1,210	37	2,683
	.6	..	6.4	3.9	1.3	1.3	5.3	3.8	4.2	1.5
20 - 29	5	2,181	18	2,178	5	622	52	3,190	80	8,171
	3.0	2.2	12.9	7.7	6.5	2.7	10.5	10.1	9.1	4.5
30 - 39	18	6,845	15	2,332	4	821	81	4,880	118	14,878
	10.7	7.0	10.7	8.3	5.2	3.6	16.4	15.4	13.4	8.2
40 - 49	29	14,707	37	6,768	17	4,016	95	6,905	178	32,396
	17.2	15.0	26.4	24.0	22.1	17.6	19.2	21.8	20.2	17.9
50 - 59	58	37,310	27	6,174	25	7,835	116	8,870	226	60,189
	34.3	38.0	19.3	21.9	32.5	34.4	23.5	28.0	25.7	33.3
60 - 69	37	20,700	17	5,860	15	4,907	60	4,195	129	35,662
	21.9	21.1	12.1	20.8	19.5	21.5	12.1	13.2	14.7	19.7
70 - 79	14	11,570	7	2,571	4	1,791	18	991	43	16,923
	8.3	11.8	5.0	9.1	5.2	7.9	3.6	3.1	4.9	9.4
80 - 89	5	3,651	1	225	2	890	10	207	18	4,973
	3.0	3.7	.7	.8	2.6	3.9	2.0	.7	2.0	2.8
90 - 99	2	1,090	2	206	1	977	5	90	10	2,363
	1.2	1.1	1.4	.7	1.3	4.3	1.0	.3	1.1	1.3
100 PERCENT	...	...	1	30	1	402	12	207	14	639
	...	...	.7	.1	1.3	1.8	2.4	.7	1.6	.4
TOTAL	169	98,137	140	28,151	77	22,794	494	31,729	880	180,811
	100.2	100.0	99.9	99.8	100.1	100.0	99.8	100.2	100.0	100.1
NOT INDICATED	40	40,747	25	4,011	7	2,858	42	2,108	114	49,724
	19.1	29.3	15.2	12.5	8.3	11.1	7.8	6.2	11.5	21.6
MEAN PERCENT	54.8		44.5		52.3		46.5		48.3	
FIRST QUARTILE	46.9		32.2		43.5		33.9		37.0	
MEDIAN	54.8		46.2		54.1		48.1		49.9	
THIRD QUARTILE	63.4		56.6		62.0		57.1		59.4	
NUMBER OF FACULTY HAVING TENURE	56,361		13,963		13,133		14,650		98,107	

TABLE 26. -- TYPE OF ACADEMIC-YEAR CALENDAR REPORTED BY 1,081 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

ACADEMIC-YEAR CALENDAR	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
THREE QUARTERS	31	21	17	5	8	43	21	24	31	201	18.6
TWO SEMESTERS	47	47	41	22	39	118	125	111	115	665	61.5
TWO TRIMESTERS	3	...	2	3	2	5	3	5	1	24	2.2
OTHER	3	...	2	1	9	4	68	74	30	191	17.7
INSTITUTIONS REPORTING	84	68	62	31	58	170	217	214	177	1,081	100.0

TABLE 27.--DISTRIBUTION OF FULL-TIME TEACHERS, IN INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, BY RANK, AND BY TYPE OF INSTITUTION, 1971-72

TYPE OF INSTITUTION	PROFESSOR	ASSOCIATE PROFESSOR	ASSISTANT PROFESSOR	INSTRUCTOR	LECTURER	TOTAL
1	2	3	4	5	6	7
PUBLIC UNIVERSITIES (BY ENROLLMENT)						
10,000 AND OVER	29.2	24.5	32.2	11.8	2.2	99.9
5,000 TO 9,999	22.7	24.6	35.2	15.1	2.4	100.0
LESS THAN 5,000	21.5	25.1	36.3	16.3	.7	99.9
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)						
5,000 AND OVER	33.5	24.3	30.8	9.3	2.1	100.0
LESS THAN 5,000	26.5	25.3	34.7	12.5	.9	99.9
PUBLIC COLLEGES	21.9	23.9	39.4	13.2	1.5	99.9
NONPUBLIC COLLEGES (BY ENROLLMENT)						
1,000 AND OVER	21.2	23.3	37.7	16.3	1.4	99.9
500 TO 999	19.5	22.8	37.0	20.1	.7	100.1
LESS THAN 500	24.7	19.2	28.2	24.7	3.1	99.9
ALL 4-YEAR INSTITUTIONS	25.8	24.2	34.6	13.6	1.8	100.0

TABLE 28. -- PART-TIME TEACHERS - NUMBER OF INSTITUTIONS REPORTING VARIOUS NUMBERS OF PART-TIME TEACHERS EMPLOYED, 943 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, OCTOBER 1971

NUMBER OF PART-TIME TEACHERS	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
1- 9	...	3	12	...	3	53	38	79	86	274	29.1
10- 19	4	8	11	1	9	32	63	77	53	258	27.4
20- 29	3	7	5	1	5	15	40	28	16	120	12.7
30- 39	3	9	3	1	4	3	21	11	10	65	6.9
40- 49	3	8	2	1	4	6	11	2	1	38	4.0
50- 74	6	8	7	1	12	10	11	2	2	59	6.3
75- 99	6	2	4	4	3	1	7	1	2	30	3.2
100-149	6	2	2	3	2	5	3	...	...	23	2.4
150-199	4	4	...	2	4	2	...	1	...	17	1.8
200-299	7	...	...	8	4	2	1	1	...	23	2.4
300-499	7	4	...	1	...	6	1	...	...	19	2.0
500-999	8	1	...	2	...	2	...	...	...	13	1.4
1,000 OR MORE	3	...	...	1	...	...	...	...	...	4	.4
INSTITUTIONS REPORTING	60	56	46	26	50	137	196	202	170	943	100.0
TOTAL NUMBER OF PART-TIME TEACHERS EMPLOYED	19,118	4,591	1,562	8,137	3,511	7,298	5,469	3,290	2,217	55,193	
RANGE IN NUMBERS -											
LOW	11	4	1	14	8	1	1	1	1	1	
HIGH	2,999	555	137	3,191	280	867	322	280	94	3,191	
MEAN**	319	82	34	313	70	53	28	16	13	59	
MEDIAN**	135	42	19	155	49	13	19	12	9	16	

**MEANS AND MEDIANS ARE BASED ON A COMPLETE DISTRIBUTION, NOT ON THE GROUPED DISTRIBUTION SHOWN.

TABLE 29. -- RELATIONSHIP BETWEEN THE NUMBER OF PART-TIME TEACHERS, NUMBER OF FULL-TIME TEACHERS, AND STUDENTS

TYPE OF INSTITUTION	PERCENT OF FULL-TIME TEACHERS REPRESENTED BY THE NUMBER OF PART-TIME TEACHERS	ESTIMATED NUMBER OF STUDENTS* PER FULL-TIME TEACHER	PART-TIME TEACHER
1	2	3	4
PUBLIC UNIVERSITIES (BY ENROLLMENT)			
10,000 AND OVER ..	19.4	17.1	88.2
5,000 TO 9,999 ...	15.6	18.2	116.3
LESS THAN 5,000 ..	11.2	15.9	142.3
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)			
5,000 AND OVER ...	50.5	18.0	35.6
LESS THAN 5,000 ..	31.5	15.9	50.7
PUBLIC COLLEGES	21.7	19.2	88.7
NONPUBLIC COLLEGES (BY ENROLLMENT)			
1,000 AND OVER ...	25.5	17.5	68.8
500 TO 999	29.7	15.2	51.2
LESS THAN 500	54.9	13.0	23.7
ALL INSTITUTIONS ...	23.1	17.4	75.3

*TOTAL NUMBER OF STUDENTS ESTIMATED BY ADDING .333 TIMES THE NUMBER OF PART-TIME STUDENTS TO THE NUMBER OF FULL-TIME STUDENTS.

TABLE 30. -- TEACHING ASSISTANTS - NUMBER OF INSTITUTIONS REPORTING VARIOUS NUMBERS OF TEACHING ASSISTANTS, 428 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, OCTOBER 1971

NUMBER OF TEACHING ASSISTANTS	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
1- 9	...	1	8	1	9	33	37	29	30	148	34.6
10- 19	...	5	12	...	5	7	7	3	5	44	10.3
20- 29	...	5	5	...	1	10	...	1	2	24	5.6
30- 39	...	2	1	2	3	3	3	...	...	14	3.3
40- 49	1	3	6	1	3	3	...	...	...	17	4.0
50- 99	7	8	8	3	6	7	1	...	...	40	9.3
100-149	4	12	3	3	3	1	...	...	...	26	6.1
150-199	5	8	1	5	3	1	...	...	...	23	5.4
200-299	7	8	1	5	...	...	1	...	...	22	5.1
300 OR MORE	57	2	...	10	...	1	...	...	...	70	16.4
INSTITUTIONS REPORTING	81	54	45	30	33	66	49	33	37	428	100.1*
TOTAL NUMBER OF TEACHING ASSISTANTS EMPLOYED	50,995	6,661	1,946	7,569	1,630	1,824	619	171	184	71,599	
RANGE IN NUMBERS -											
LOW	47	2	1	6	2	1	1	1	1	1	
HIGH	4,544	348	200	1,091	186	430	224	27	25	4,544	
MEAN**	630	123	43	252	49	28	13	5	5	167	
MEDIAN**	477	117	25	192	30	10	5	3	2	28	

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.
**MEANS AND MEDIANS ARE BASED ON A COMPLETE DISTRIBUTION, NOT ON THE GROUPED DISTRIBUTION SHOWN.

V. SUMMER-SESSION PRACTICES, 4-YEAR INSTITUTIONS

FOR MANY of the faculty members who are available for it, summer employment is almost a necessity. This section reviews the characteristics of summer employment practices as reported by the colleges and universities.

The extent to which the 4-year or higher degree-granting institutions by type reported offering summer sessions is shown in Table 31. As a whole, 81.8 percent of the institutions reported having summer sessions. The practice is widespread in the publicly supported institutions of all types and in the nonpublic universities, and is least prevalent in the small nonpublic colleges.

Information in Table 32 shows the extent to which the institutions having summer sessions reported employment of their regular full-time teachers in these summer sessions. Wide differences in practice are immediately evident. The median percents of regular faculty employed in the summer sessions of medium and small public universities are greater than in other types of institutions. The median percent is about half of the faculty in other public institutions, two-fifths of the faculty in the nonpublic universities, and is slightly above one-third of the faculty in nonpublic colleges. More than one-fourth (28.9 percent) of the colleges and universities reporting the percent of regular faculty employed during their summer sessions reported employing less than 30 percent of their regular full-time faculty in these summer sessions. About 3.5 percent of these institutions reported employing 90 percent or more of the regular full-time faculty during their summer sessions.

Among all institutions, the median percent of regular full-time faculty members employed in their own institutions during the summer session, 42.7 percent, is slightly higher than the median of 39.9 percent reported for 1969-70, 40.0 percent reported for 1967-68, and 41.3 percent reported for 1965-66.

Table 33 contains the distributions of the institutions by length of summer-session employment reported. The most frequently reported length of summer session is six but less than seven weeks. Almost one-third of the institutions (31.4 percent) reported this length of their summer sessions. About 16 percent of the summer sessions are of less than six weeks' duration and almost all of these are five-week sessions. About 1 institution in 5 (21.0 percent) having summer sessions reported the session to extend through eight weeks. About 1 institution in 4 (24.3 percent) has a summer session of 10 or more weeks, more than half of these being only 10 weeks.

The relationship of summer-session salaries to salaries paid during the academic year among the various types of institutions is reviewed in Table 34. Among all institutions less than half (46.2 percent) reported that they pay the same rate during the summer as during the academic year to all or a majority of the summer-session teachers. An almost equal number of institutions (47.6 percent) reported they pay a lower rate for summer-session employment than during the regular session. About 6.2 percent of the institutions reported that they pay more for summer work than the rate of pay during the regular session.

The practice of paying the same rate for summer-session employment is more widely observed among the publicly controlled universities than in the other groups of institutions. The majority of public universities, large nonpublic universities, and public colleges reported paying the same rate for summer employment as during the regular session. The majority of nonpublic colleges pay a lower rate for the summer than for the academic year.

Information in Table 35 provides a comparison of summer session and academic year in time requirement and in salary. Column 13 shows that in almost one-fifth of the institutions the time requirement of teaching per week in summer session is the same as in the academic year, but the summer session monthly salary is lower than during the academic year. Also, more than 2 institutions in 5 (45.5 percent) reported the hours spent in class per week in summer session is the same as in the academic year.

The most frequently reported practice, representing about one-fourth of the institutions, is to have the same time requirement and the same salary for summer-session teaching as in the academic year. Among the 22.6 percent of institutions which reported a lower amount of teaching time required in summer session than in the academic year, one-third (33.2 percent) reported the salary paid for summer teaching is the same as during the academic year. Among the 31.9 percent of institutions which reported that the teaching requirement of the summer session is higher than during the academic year, the most frequently reported practice (indicated by 50.5 percent of these institutions) is to pay a lower rate per month than the amount paid in the regular session.

TABLE 31. -- SUMMER SESSIONS - NUMBER OF INSTITUTIONS OFFERING SUMMER SESSIONS, 1,114 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

ITEM	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
PROGRAM OFFERED	85	67	58	28	51	161	183	172	106	911	81.8
NO PROGRAM OFFERED	2	1	5	4	9	15	41	45	81	203	18.2
INSTITUTIONS REPORTING	87	68	63	32	60	176	224	217	187	1,114	100.0

TABLE 32. -- SUMMER EMPLOYMENT - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF FULL-TIME TEACHERS REGULARLY EMPLOYED DURING THE ACADEMIC YEAR WHO ALSO TAUGHT IN THE 1971 SUMMER SESSION IN 813 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

PERCENT EMPLOYED IN THE 1971 SUMMER SESSION	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
NONE	---	---	---	---	---	---	---	---	4	4	.5
LESS THAN 10	2	---	---	1	1	4	4	5	9	26	3.2
10-19	4	4	3	3	5	9	21	29	14	92	11.3
20-29	7	3	3	3	9	11	34	26	17	113	13.9
30-39	15	7	5	5	7	21	34	33	16	143	17.6
40-49	9	5	7	8	2	19	28	19	10	107	13.2
50-59	13	15	7	2	9	24	21	28	8	127	15.6
60-69	12	12	11	---	3	24	14	9	7	92	11.3
70-79	3	9	5	1	3	10	5	5	7	48	5.9
80-89	6	---	4	1	2	6	5	4	4	32	3.9
90-99	---	1	3	1	3	5	2	2	2	19	2.3
100	---	---	3	---	---	---	2	1	4	10	1.2
INSTITUTIONS REPORTING	71	56	51	25	44	133	170	161	102	813	99.9*
NOT INDICATED	14	11	7	3	7	28	13	11	4	98	
MEDIAN PERCENT	48.9	56.3	60.9	41.3	42.5	51.3	37.8	36.4	34.7	42.7	

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 33. -- LENGTH OF SUMMER EMPLOYMENT - NUMBER OF INSTITUTIONS REPORTING LENGTH OF SUMMER EMPLOYMENT FOR FULL-TIME TEACHERS WHO ALSO TAUGHT IN THE 1971 SUMMER SESSION IN 882 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

NUMBER OF WEEKS EMPLOYED IN SUMMER SESSION	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
13 WEEKS OR MORE	1	---	---	---	1	3	5	1	2	13	1.5
12 BUT LESS THAN 13 WEEKS	13	14	14	---	2	2	6	4	5	60	6.8
11 BUT LESS THAN 12 WEEKS	5	4	3	---	---	2	4	2	1	21	2.4
10 BUT LESS THAN 11 WEEKS	12	8	6	2	5	24	25	28	10	120	13.6
9 BUT LESS THAN 10 WEEKS	6	7	5	3	1	16	3	5	2	48	5.4
8 BUT LESS THAN 9 WEEKS	27	16	12	5	10	34	39	31	11	185	21.0
7 BUT LESS THAN 8 WEEKS	1	---	1	---	2	1	8	5	1	19	2.2
6 BUT LESS THAN 7 WEEKS	11	11	13	17	22	40	67	58	38	277	31.4
5 BUT LESS THAN 6 WEEKS	9	5	3	1	7	16	23	20	8	92	10.4
4 BUT LESS THAN 5 WEEKS	---	1	---	---	---	1	2	12	16	32	3.6
3 BUT LESS THAN 4 WEEKS	---	---	---	---	---	1	---	5	7	13	1.5
LESS THAN 3 WEEKS	---	---	---	---	---	---	---	---	2	2	.2
INSTITUTIONS REPORTING	85	66	57	28	50	140	182	171	103	882	100.0
NOT INDICATED	---	1	1	---	1	21	1	1	3	29	

TABLE 34. -- SUMMER-SESSION SALARIES - NUMBER OF INSTITUTIONS REPORTING BASIS OF PAYMENT OF SALARIES FOR 1971 SUMMER SESSION AS COMPARED WITH ACADEMIC YEAR SALARIES, 882 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

BASIS OF PAYMENT	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
SAME RATE PAID DURING SUMMER AS DURING ACADEMIC YEAR TO											
ALL TEACHERS	47	36	38	12	17	80	35	38	30	333	37.8
MAJORITY OF TEACHERS	10	3	3	3	7	9	9	18	12	74	8.4
LOWER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO											
ALL TEACHERS	13	16	10	2	17	50	97	81	38	324	36.7
MAJORITY OF TEACHERS	4	8	4	5	7	9	25	24	10	96	10.9
HIGHER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO											
ALL TEACHERS	8	2	1	3	1	7	3	7	6	38	4.3
MAJORITY OF TEACHERS	1	2	1	2	1	---	5	---	5	17	1.9
INSTITUTIONS REPORTING	83	67	57	27	50	155	174	168	101	882	100.0
NOT INDICATED	2	---	1	1	1	6	9	4	5	29	

TABLE 35. -- SUMMER TEACHING LOAD AND SALARY RATE - NUMBER OF INSTITUTIONS REPORTING EACH COMBINATION OF TEACHING LOAD AND SALARY RATE FOR 1971 SUMMER SESSION AS COMPARED WITH THE REGULAR ACADEMIC YEAR IN 818 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

HOURS SPENT IN CLASS PER WEEK OF SUMMER SESSION COMPARED WITH ACADEMIC YEAR	SALARY RATE PER MONTH OF SUMMER SESSION TEACHING COMPARED WITH ACADEMIC YEAR**	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
		10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
SAME	SAME	25	22	23	3	11	49	25	29	18	205	25.1
	LOWER	8	13	3	1	9	22	51	29	17	153	18.7
	HIGHER	4	2	1	...	...	3	1	...	3	14	1.7
LOWER	SAME	4	2	7	3	5	5	5	19	11	61	7.5
	LOWER	4	2	2	2	9	14	29	40	16	118	14.4
	HIGHER	...	...	...	...	...	...	...	2	4	6	.7
HIGHER	SAME	20	12	8	8	7	15	12	5	11	98	12.0
	LOWER	5	7	8	4	6	19	38	32	13	132	16.1
	HIGHER	5	2	...	5	2	3	7	5	2	31	3.8
INSTITUTIONS REPORTING BOTH		75	62	52	26	49	130	168	161	95	818	100.0
INSTITUTIONS REPORTING LOAD ONLY		2	...	1	...	...	2	4	2	5	16	
INSTITUTIONS REPORTING SALARY ONLY		8	5	5	1	1	25	6	7	6	64	
NOT INDICATED		...	...	...	1	1	4	5	2	...	13	

**ALL OR MAJORITY OF TEACHERS

VI. SALARIES PAID TO ADMINISTRATIVE OFFICERS, 4-YEAR INSTITUTIONS

THE QUESTIONNAIRE provided for the reporting of information about the annual salary, perquisites, and length of required annual service for 35 pre-listed positions widely used in colleges and universities with space for additional positions to be entered. Spaces for 20 deanship positions in universities also were pre-listed with additional lines for positions not already identified. Where feasible, during the processing, the entries in the open lines of the questionnaire were grouped into one of the approximately comparable pre-listed positions. Reference to the complete list of pre-listed positions as presented in the questionnaire (Appendix B) may be helpful in interpreting the position titles in the summary tables.

Information in this section should be interpreted in general terms. The range of duties and the level of responsibility assigned to a position title may vary widely. For example, the responsibilities of the registrar may differ according to whether there is also a director of admissions. While the stratifications by institutional size and control reduce these discrepancies somewhat, differences in the administrative structure exist within each grouping of institutions.

The salaries of administrative officers are reviewed in Tables 36 through 47. The salary of most officers is entered in this group of tables twice: in Tables 36-A through 36-E where the distributions of all salaries reported are given by position, and in Tables 37 through 47, where the salary distributions are given by position within each type of institution. The salaries of teachers reviewed earlier in this report are based on nine months of service while the following salaries of administrators are the *annual* salaries. Typically the annual contract is for 12 months, including paid vacation. Figure II provides an overview of median salaries paid two years ago and during 1971-72 to 13 selected administrative officers, together with the percent of change over the two-year period.

Presidents

Presidents' salaries are listed in Table 36-A and in Table 37. The median salary of presidents is $29,750 and the salaries paid range from $60,000 and over to below $9,000. The number of presidents for whom salaries are reported represents 85.5 percent of the institutions responding in this survey.

The median annual salary of presidents is about 1.6 times the median nine-month salary of professors. The median salaries of presidents and the percentages of increase over the two-year period from the preceding survey since 1961-62 are as follows:

Session	Median salary	Two-year percent of increase
1961-62	$15,375	11.2
1963-64	17,330	12.7
1965-66	19,638	13.3
1967-68	22,303	13.6
1969-70	25,979	16.5
1971-72	29,750	14.5

Each institution was asked to indicate the presence and the cost to the institution, or to the supporting agency, of selected noncash compensations to persons in selected administrative positions. Some items excluded from the summary are vacation, holidays, professional dues, and the like. Because the information was requested for the second time, it is likely that the data do not represent as complete coverage and as accurate reporting as might be expected in other sections of this report.

The following shows the presence of specific types of noncash compensation for the president and the percent of salary which is added by the benefit in the 944 institutions responding. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of institutions reporting	Average of the percents of annual salary
Social security	76.6	4.5
Retirement	81.1	8.6
Insurance	79.1	1.4
Housing	33.5	11.1
Tuition and fees	28.8	5.1
Other	53.3	15.1

Business Vice-President or Business Manager

The administrative position second to the presidency in frequency that salaries are reported is business vice-president or business manager (chief business officer). Table 38 shows the distributions of salaries by type of institution of the 914 persons for whom this information is reported. The salaries range from $36,000 and over down to $6,500–$6,999. The median annual salary is $19,419.

Other Administrative Positions

The salaries of 924 persons having the position of *director of libraries* or *chief librarian* are reported in Tables 36-D and 39-47. The median salary of $14,891 is an increase of

10.8 percent above the median salary in the study two years ago.

The median salaries of *head librarians* in the different types of institutions range from $24,965 in the large public universities down to $10,100 in the small nonpublic colleges.

The following shows the presence of specific types of noncash compensation reported for the position of *head librarian* and the percent of salary which is added by the benefit in the 918 institutions responding. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of institutions reporting	Average of the percents of annual salary
Social security	80.0	2.8
Retirement	77.5	7.6
Insurance	78.3	1.7
Housing	8.4	1.9
Tuition and fees	24.7	10.1
Other (e.g., automobile)	2.3	15.7

Salaries are reported for 853 persons holding the positions of *registrar*. These are shown in Tables 36-B and 39 through 47. The median salary of $13,108 is an increase of 11.6 percent during the past two years.

The median salaries of *registrars* in the various types of institutions range from $17,725 in the large public universities down to $8,130 in the small nonpublic colleges.

The following shows the presence of specific types of noncash compensation reported for the position of *registrar* and the percent of salary which is added by the benefit in the 840 institutions reporting. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of institutions reporting	Average of the percents of annual salary
Social security	78.2	3.2
Retirement	74.8	7.4
Insurance	76.0	2.0
Housing	7.6	1.5
Tuition and fees	25.0	11.9
Other (e.g., automobile)	1.3	9.1

The salary being paid to the *dean or director of admissions* is reported by 794 institutions (Tables 36-B and 39 through 47). The median of the salaries of the *deans* or *directors of admissions* is $14,280, an increase of 10.0 percent over the median salary in the study two years ago.

The range of median salaries paid to the *dean or director of admissions* in the various types of institutions is from $19,400 in the large public universities down to $11,062 in the small nonpublic colleges.

The following shows the presence of specific types of noncash compensation reported for the position of *dean or director of admissions* and the percent of salary which is added by the benefit in 738 institutions. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of institutions reporting	Average of the percents of annual salary
Social security	80.6	2.9
Retirement	74.5	7.6
Insurance	80.2	1.8
Housing	9.6	2.9
Tuition and fees	26.8	10.6
Other (e.g., automobile)	2.5	13.2

The other position in which the number of individuals for whom salary is reported exceeds two-thirds of the number of institutions is the vice-president or dean of students (*chief student affairs officer*). The median salary of $17,830 is an increase of 11.1 percent over the median of $16,050 reported in 1969-70.

The median salaries of the *chief student affairs officers* in the different types of institutions range from $26,000 in the large public universities down to $11,900 in the small nonpublic colleges.

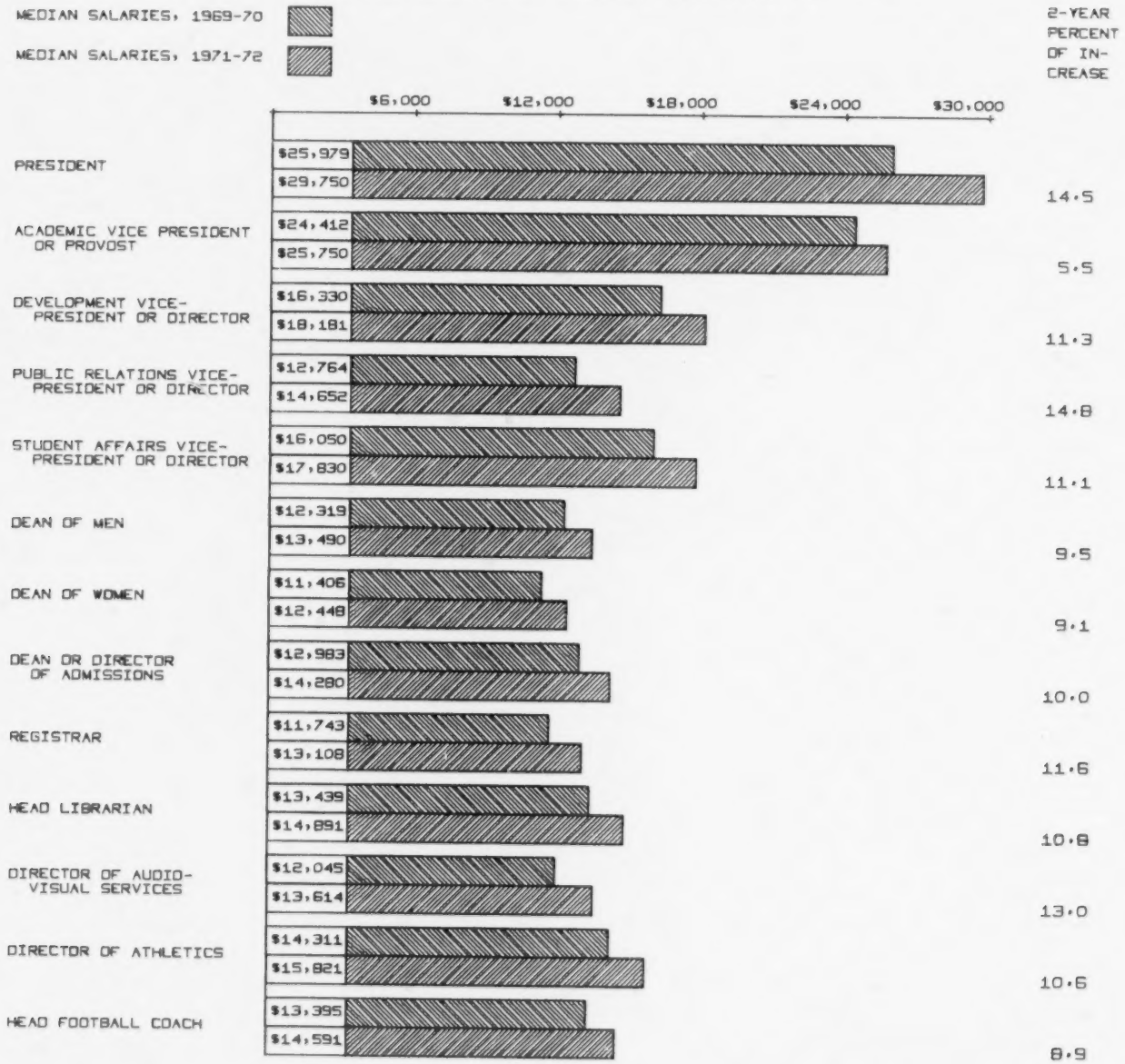
The position of *vice-president or director of development* is reported by 58.9 percent of the institutions. The median salary of $18,181 is an increase of 11.3 percent over the median annual salary of $16,330 reported in 1969-70.

The median annual salaries and the percent increase in these medians over the median salaries two years ago for other positions in which salaries are reported for a large number of persons in the present and previous studies are as follows:

Position	Median salary	Percent increase over 1969-70
Assistant to the president	$16,733	10.3
Academic vice-president or provost	25,750	5.5
Public relations vice-president or director	14,652	14.8
Dean of men	13,490	9.5
Dean of women	12,448	9.1
Dean or director of student placement	13,014	6.2
Director of extension	19,150	11.0
Director of the summer session	20,042	14.7
Director or principal of laboratory school	16,778	8.0
Director of audio-visual services	13,614	13.0
Director of athletics	15,821	10.6
Head football coach	14,591	8.9
Head basketball coach	13,208	12.1

FIGURE II

MEDIAN SALARIES OF CERTAIN ADMINISTRATIVE OFFICERS IN COLLEGES AND UNIVERSITIES, 1969-70 AND 1971-72



Deans of Professional Schools

Tables 36-E and 36-F contain the salary distributions of the deans or directors of the separately organized professional schools or colleges among the 263 universities reporting salary information. The range and quartile distributions are given by type of university in Tables 39-43. Salaries are reported for 231 deans or directors of the *school or college of arts and sciences*. The median salary is $26,234, an increase of 6.2 percent over the median of $24,701 in 1969-70.

The *dean of the graduate school* is second most frequently reported with the salaries of 216 persons included in the present study. The median salary of $25,250 is an increase of 8.1 percent over the median of $23,361 reported in 1969-70.

Salary information is reported for 201 deans of the *school or college of education*. The median salary of $26,191 is an increase of 10.9 percent over the median of $23,625 reported two years ago.

The deanship of the *school of business* is reported 196 times with a median annual salary of $26,875, an increase of 12.3 percent over the median annual salary of $23,938 reported two years ago.

Following are the median salaries in the other most frequently listed dean of professional school positions, together with the two-year percent of increase in the medians, 1969-70 to 1971-72:

Separately organized school or college	Median salary of dean	Percent increase since 1969-70
Agriculture	$27,500	8.4
Dentistry	35,000	13.6
Engineering	29,000	8.4
Extension	24,438	6.3
Fine arts	26,429	14.0
Home economics	24,333	13.2
Journalism	24,375	8.9
Law	31,071	10.7
Medicine	39,143	4.8
Music	24,000	16.4
Nursing	22,417	8.8
Pharmacy	26,400	8.3
Physical education	24,333	16.6
Social welfare	27,875	8.3
Veterinary medicine	30,750	7.9

Administrative Positions by Type of Institution

Tables 37 and 38 provide the distribution of salaries paid to the president and the business vice-president in each type of institution of higher education. Tables 39 through 47 provide many specific items about the other administrative positions by type of institution. These tables show the number of positions being reported and the high, low, median, and first and third quartiles for the positions reported most frequently in each type of institution.

TABLE 36 A.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 1,016 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

SALARY RANGE	PRESIDENT	EXEC. VICE-PRESIDENT	ASSISTANT TO THE PRESIDENT	PLANNING VICE-PRESIDENT	ORGANIZED RESEARCH VICE-PRESIDENT	INSTITUTIONAL RESEARCH DIRECTOR	ACADEMIC VICE-PRESIDENT OR PROVOST	DEAN OF ADMINISTRATION OR FACULTY OR INSTRCTN	DEAN OF THE COLLEGE
1	2	3	4	5	6	7	8	9	10
$55,000 AND OVER	5	...	...	...	...	...	...	...	...
54,500-54,999	...	...	...	...	...	...	...	...	...
54,000-54,499	...	...	...	...	...	...	...	...	...
53,500-53,999	...	...	...	...	...	...	...	...	...
53,000-53,499	...	...	...	...	...	...	...	...	...
52,500-52,999	...	...	...	...	...	...	...	...	...
52,000-52,499	1	...	...	...	...	...	...	...	...
51,500-51,999	...	...	...	...	...	...	...	...	...
51,000-51,499	...	...	...	...	...	...	...	...	...
50,500-50,999	...	...	...	...	...	...	...	...	...
50,000-50,499	18	1	...	...	...	...	2	...	...
49,500-49,999	1	...	...	...	...	...	...	...	...
49,000-49,499	...	...	...	...	...	...	...	...	...
48,500-48,999	1	1	...	...	...	...	1	...	...
48,000-48,499	...	...	...	...	...	...	...	...	...
47,500-47,999	4	...	...	...	...	...	...	...	...
47,000-47,499	5	...	...	...	...	...	...	...	...
46,500-46,999	1	...	...	...	...	...	1	...	...
46,000-46,499	...	...	...	...	...	...	...	...	...
45,500-45,999	...	...	...	...	...	...	...	...	...
45,000-45,499	12	2	...	...	...	...	2	1	...
44,500-44,999	...	1	...	...	...	...	...	...	...
44,000-44,499	7	1	...	...	...	...	1	...	...
43,500-43,999	1	...	...	...	...	...	...	...	...
43,000-43,499	4	...	...	...	...	...	2	...	...
42,500-42,999	5	1	...	...	...	...	2	...	...
42,000-42,499	4	1	...	...	...	...	1	...	...
41,500-41,999	2	...	...	...	...	...	...	...	...
41,000-41,499	7	1	...	...	...	...	...	...	...
40,500-40,999	4	...	...	...	...	...	...	...	...
40,000-40,499	38	3	...	1	1	...	2	...	...
39,500-39,999	4	1	...	...	...	...	1	1	...
39,000-39,499	15	2	...	1	...	...	1	1	...
38,500-38,999	6	...	...	...	...	...	2	...	...
38,000-38,499	16	6	...	1	...	...	4	1	...
37,500-37,999	12	2	...	...	...	...	5	1	...
37,000-37,499	4	4	...	1	2	...	6	...	...
36,500-36,999	18	1	...	...	...	...	...	...	...
36,000-36,499	15	5	1	...	2	...	5	...	...
35,500-35,999	1	1	...	1	1	...	5	1	...
35,000-35,499	32	1	3	2	1	1	7	11	4
34,500-34,999	13	1	...	...	5	...	7	1	...
34,000-34,499	13	2	1	1	1	...	9	...	1
33,500-33,999	12	2	...	...	...	...	2	2	...
33,000-33,499	22	1	...	...	2	...	8	1	1
32,500-32,999	24	1	1	2	1	...	10	...	...
32,000-32,499	20	3	1	3	3	...	7	1	1
31,500-31,999	16	3	1	...	2	...	5	3	...
31,000-31,499	12	6	1	1	1	...	13	3	...
30,500-30,999	13	1	...	2	1	...	1	2	...
30,000-30,499	77	7	3	1	...	3	15	1	...
29,500-29,999	23	3	...	...	9	...	9	...	1
29,000-29,499	16	6	3	1	1	1	10	4	1
28,500-28,999	10	...	2	...	2	1	13	3	2
28,000-28,499	18	20	4	1	3	3	26	5	3
27,500-27,999	19	2	3	2	4	2	16	5	...
27,000-27,499	26	5	2	3	2	...	13	6	2
26,500-26,999	27	9	1	3	2	1	8	4	2
26,000-26,499	13	4	5	7	3	2	15	11	3
25,500-25,999	10	1	5	2	2	1	8	4	2
25,000-25,499	68	9	5	6	...	5	20	9	9
24,500-24,999	12	7	4	6	4	3	14	13	8
24,000-24,499	16	4	4	5	2	7	15	2	6
23,500-23,999	14	5	2	3	1	8	13	13	14
23,000-23,499	12	4	7	6	1	3	19	15	9
22,500-22,999	12	6	9	3	2	3	10	8	4
22,000-22,499	19	4	9	7	5	11	9	19	12
21,500-21,999	15	5	4	4	2	11	6	15	10
21,000-21,499	12	8	10	5	...	9	11	11	9
20,500-20,999	8	3	7	1	2	7	5	4	10
20,000-20,499	33	5	16	4	4	6	21	16	17
19,500-19,999	7	1	12	6	1	5	7	8	10
19,000-19,499	7	2	16	2	1	15	13	9	11
18,500-18,999	6	3	10	2	3	4	10	11	12
18,000-18,499	9	5	16	2	2	20	4	10	11
17,500-17,999	6	2	12	7	2	8	9	10	9
17,000-17,499	9	2	20	5	...	11	4	16	7
16,500-16,999	7	1	15	2	2	10	3	14	12
16,000-16,499	12	5	9	4	1	12	10	7	9
15,500-15,999	3	4	15	2	1	6	2	1	3
15,000-15,499	8	4	20	1	...	8	6	13	11
14,500-14,999	1	...	13	2	...	3	3	4	3
14,000-14,499	4	1	20	1	...	6	1	3	4
13,500-13,999	3	1	16	...	...	5	3	6	4
13,000-13,499	2	1	18	1	...	10	1	5	5
12,500-12,999	5	2	15	...	...	1	3	5	2
12,000-12,499	4	2	21	4	...	8	2	8	7
11,500-11,999	1	3	6	1	1	7	...	5	1
11,000-11,499	4	...	5	...	1	3	...	5	1
10,500-10,999	1	1	4	1	...	5	...	3	...
10,000-10,499	2	1	10	1	...	3	...	2	2
9,500- 9,999	2	...	4	...	...	3	...	1	3
9,000- 9,499	...	1	6	...	...	2	2	1	2
8,500- 8,999	...	...	7	...	...	2	...	2	1
8,000 -8,499	1	...	4	...	...	...	...	...	1
7,500- 7,999	1	...	3	...	...	1	1	1	...
7,000- 7,499	...	1	4	...	...	1	1	...	1
6,500- 6,999	...	...	...	...	...	...	...	...	1
6,000- 6,499	...	...	...	...	...	1	...	...	...
5,500- 5,999	...	...	...	...	...	1	...	...	...
5,000- 5,499	...	...	1	...	...	...	...	...	...
BELOW $5,000	...	...	...	...	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	953	217	416	131	85	293	472	350	263
FIRST QUARTILE	$ 24,258	$ 21,203	$ 13,389	$ 18,188	$ 21,563	$ 15,078	$ 21,136	$ 17,109	$ 16,740
MEDIAN SALARY	$ 29,750	$ 26,313	$ 16,733	$ 22,583	$ 26,417	$ 18,238	$ 25,750	$ 21,318	$ 19,975
THIRD QUARTILE	$ 35,074	$ 30,875	$ 20,313	$ 26,161	$ 31,375	$ 21,716	$ 30,300	$ 24,942	$ 23,181

TABLE 36 B.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 1,002 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

SALARY RANGE	STUDENT PERSONNEL SERVICES VICE-PRESIDENT	DEAN OF MEN	DEAN OF WOMEN	DEAN OR DIRECTOR OF ADMISSIONS	REGISTRAR	DEAN OR DIRECTOR OF STUDENT PLACEMENT	DEAN OF STUDENT TESTING AND COUNSELING	DIRECTOR OF STUDENT FINANCIAL AID
1	2	3	4	5	6	7	8	9
$36,000 AND OVER	2	...	...	...	...	...	...	...
35,500-35,999 ..	...	...	...	...	...	...	...	...
35,000-35,499 ..	3	...	...	...	...	...	...	...
34,500-34,999 ..	...	...	...	...	...	...	...	...
34,000-34,499 ..	...	...	...	...	...	...	...	...
33,500-33,999 ..	1	...	...	...	...	...	...	...
33,000-33,499 ..	...	...	...	...	...	...	...	...
32,500-32,999 ..	1	...	...	1	...	...	...	...
32,000-32,499 ..	1	...	...	...	...	...	...	...
31,500-31,999 ..	1	...	...	...	...	...	...	...
31,000-31,499 ...	2	...	...	...	...	...	1	...
30,500-30,999 ...	1	...	...	...	...	...	...	...
30,000-30,499 ...	4	...	...	2	...	...	...	...
29,500-29,999 ...	2	...	...	...	...	...	...	...
29,000-29,499 ...	7	...	...	...	...	1	...	...
28,500-28,999 ...	6	...	...	1	...	...	...	...
28,000-28,499 ...	10	...	...	2	...	...	...	...
27,500-27,999 ...	4	...	...	1	...	...	2	...
27,000-27,499 ...	7	...	...	...	...	1	...	...
26,500-26,999 ...	13	...	...	2	1	1	1	...
26,000-26,499 ...	15	...	...	3	1	1	...	...
25,500-25,999 ...	5	...	...	1	5	3	2	1
25,000-25,499 ...	21	...	...	3	3	...	...	...
24,500-24,999 ...	25	1	...	2	...	2	...	...
24,000-24,499 ...	18	2	1	4	1	...	4	...
23,500-23,999 ...	12	...	1	3	5	1	2	1
23,000-23,499 ...	15	2	...	13	3	7	7	...
22,500-22,999 ...	22	2	1	7	4	2	3	1
22,000-22,499 ...	23	1	1	13	3	6	10	1
21,500-21,999 ...	11	2	1	8	9	...	6	1
21,000-21,499 ...	23	2	4	14	7	6	11	3
20,500-20,999 ...	10	3	5	10	8	7	7	1
20,000-20,499 ...	17	5	6	11	8	14	8	5
19,500-19,999 ...	19	5	1	13	9	8	13	6
19,000-19,499 ...	20	5	2	14	10	6	11	4
18,500-18,999 ...	17	1	3	22	18	2	11	10
18,000-18,499 ...	33	12	1	20	13	9	14	9
17,500-17,999 ...	25	6	5	24	26	10	19	7
17,000-17,499 ...	25	7	11	29	28	17	21	6
16,500-16,999 ...	26	13	8	23	20	8	15	9
16,000-16,499 ...	30	20	13	31	33	15	16	22
15,500-15,999 ...	21	16	13	27	31	16	30	19
15,000-15,499 ...	34	24	21	46	39	26	22	20
14,500-14,999 ...	21	17	15	29	32	16	18	19
14,000-14,499 ...	27	24	21	41	36	26	16	26
13,500-13,999 ...	21	18	27	52	36	29	16	25
13,000-13,499 ...	19	26	27	42	44	18	19	36
12,500-12,999 ...	18	21	25	38	33	24	27	46
12,000-12,499 ...	39	29	24	50	55	27	20	45
11,500-11,999 ...	14	13	14	33	45	21	11	36
11,000-11,499 ...	17	13	31	37	39	24	21	43
10,500-10,999 ...	12	12	20	27	29	29	17	48
10,000-10,499 ...	12	21	34	27	34	22	14	58
9,500- 9,999 ...	8	14	11	19	25	22	14	32
9,000- 9,499 ...	6	12	15	14	28	27	11	33
8,500- 8,999 ...	4	8	19	8	25	18	5	30
8,000 -8,499 ...	2	6	16	14	28	11	4	28
7,500- 7,999 ...	1	2	6	4	19	7	4	13
7,000- 7,499 ...	2	4	9	5	24	8	3	15
6,500- 6,999 ...	4	2	7	1	12	8	1	12
6,000- 6,499 ...	...	3	4	2	5	3	...	13
5,500- 5,999 ...	...	...	2	1	6	2	...	7
5,000- 5,499 ...	...	1	5	...	4	3	...	6
BELOW $5,000	...	2	1	...	3	1	...	4
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	759	377	431	794	847	515	457	701
FIRST QUARTILE	$ 14,199	$ 11,279	$ 10,188	$ 12,065	$ 10,482	$ 10,426	$ 12,231	$ 9,723
MEDIAN SALARY	$ 17,830	$ 13,490	$ 12,448	$ 14,280	$ 13,108	$ 13,014	$ 15,170	$ 11,618
THIRD QUARTILE	$ 22,688	$ 15,836	$ 14,675	$ 17,422	$ 16,049	$ 15,945	$ 17,967	$ 13,915

TABLE 36 C.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 1,008 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

SALARY RANGE	CHIEF BUSINESS OFFICER	DIRECTOR OF DEVELOPMENT	BUDGET DIRECTOR	CONTROLLER	DIRECTOR OF NON-ACADEMIC PERSONNEL	DIRECTOR OF PUBLIC RELATIONS	DIRECTOR OF ALUMNI SERVICES	DIRECTOR OF INFORMATION
1	2	3	4	5	6	7	8	9
$36,000 AND OVER	23	10	1	1	...	2	...	...
35,500-35,999 ..	1	...	...	...	...	...	...	...
35,000-35,499 ..	1	4	...	...	...	1	...	...
34,500-34,999 ..	...	...	...	...	...	2	...	...
34,000-34,499 ..	6	1	...	1	...	1	...	...
33,500-33,999 ..	3	2	1	...	...	...	...	...
33,000-33,499 ..	2	1	...	...	...	1	1	...
32,500-32,999 ..	7	1	...	1	1	1	...	...
32,000-32,499 ..	12	1	...	...	...	...	...	1
31,500-31,999 ..	7	1	...	...	...	1	...	...
31,000-31,499 ...	15	2	...	...	...	5	...	...
30,500-30,999 ...	8	4	1	...	...	1	...	...
30,000-30,499 ...	11	9	2	2	...	1	...	...
29,500-29,999 ...	4	5	1	1	1	2	...	...
29,000-29,499 ...	12	4	...	1	...	2	...	...
28,500-28,999 ...	12	1	...	...	...	3	...	...
28,000-28,499 ...	12	5	1	2	...	1	...	...
27,500-27,999 ...	11	3	1	3	...	2	...	...
27,000-27,499 ...	11	6	1	2	...	2	1	...
26,500-26,999 ...	14	4	2	2	2	...	...	1
26,000-26,499 ...	11	7	1	2	...	4	...	1
25,500-25,999 ...	7	3	4	2	1	5	...	2
25,000-25,499 ...	22	18	2	2	2	2	2	2
24,500-24,999 ...	16	10	1	4	1	4	1	...
24,000-24,499 ...	18	7	3	4	1	5	1	...
23,500-23,999 ...	15	8	3	3	2	3	3	2
23,000-23,499 ...	29	14	1	10	3	8	2	3
22,500-22,999 ...	18	12	4	8	2	5	4	2
22,000-22,499 ...	21	13	...	3	4	4	7	2
21,500-21,999 ...	18	12	1	9	5	7	1	4
21,000-21,499 ...	24	23	3	9	7	6	...	1
20,500-20,999 ...	16	10	5	2	3	3	3	1
20,000-20,499 ...	35	38	10	13	7	9	2	3
19,500-19,999 ...	30	13	4	12	8	9	6	6
19,000-19,499 ...	31	22	4	14	3	7	7	7
18,500-18,999 ...	21	19	4	10	6	22	7	1
18,000-18,499 ...	30	29	12	16	8	15	3	6
17,500-17,999 ...	36	16	8	15	11	9	5	1
17,000-17,499 ...	21	26	6	20	17	12	5	6
16,500-16,999 ...	27	18	7	21	14	14	11	14
16,000-16,499 ...	33	35	12	23	11	30	18	9
15,500-15,999 ...	24	28	6	20	10	13	11	9
15,000-15,499 ...	35	26	8	21	12	33	19	18
14,500-14,999 ...	18	13	2	20	10	23	14	3
14,000-14,499 ...	34	23	15	28	9	17	19	6
13,500-13,999 ...	20	15	8	22	8	11	18	13
13,000-13,499 ...	18	24	7	11	19	9	22	8
12,500-12,999 ...	20	13	7	17	14	21	26	13
12,000-12,499 ...	28	13	5	20	17	32	33	20
11,500-11,999 ...	10	15	3	22	17	19	29	16
11,000-11,499 ...	10	9	4	9	11	29	25	16
10,500-10,999 ...	10	8	5	12	19	22	31	20
10,000-10,499 ...	7	8	6	11	7	19	32	18
9,500- 9,999 ...	6	2	1	7	10	12	20	16
9,000- 9,499 ...	10	2	2	10	13	24	26	18
8,500- 8,999 ...	2	1	2	5	8	13	27	12
8,000 -8,499 ...	5	4	...	5	8	14	21	12
7,500- 7,999 ...	2	2	2	5	5	6	18	14
7,000- 7,499 ...	3	...	...	3	1	6	14	7
6,500- 6,999 ...	1	...	...	1	4	3	2	1
6,000- 6,499 ...	...	...	...	1	1	3	4	2
5,500- 5,999 ...	...	...	...	...	...	1	7	...
5,000- 5,499 ...	...	...	...	...	...	3	3	...
BELOW $5,000	...	...	...	...	...	2	4	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	914	623	189	468	323	546	515	317
FIRST QUARTILE	$ 15,350	$ 15,072	$ 13,703	$ 12,676	$ 11,216	$ 11,147	$ 9,569	$ 9,914
MEDIAN SALARY	$ 19,419	$ 18,181	$ 16,479	$ 15,600	$ 13,969	$ 14,652	$ 11,905	$ 12,163
THIRD QUARTILE	$ 24,486	$ 22,010	$ 20,088	$ 18,800	$ 17,419	$ 18,317	$ 14,688	$ 15,764

TABLE 36 D.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 958 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

SALARY RANGE	CHIEF LIBRARIAN	DIRECTOR OF AUDIO-VISUAL SERVICES	DIRECTOR OF EVENING SCHOOL	DIRECTOR OF EXTENSION	DIRECTOR OF SUMMER SESSION	DIRECTOR OF LABORATORY SCHOOL	DIRECTOR OF ATHLETICS	HEAD FOOTBALL COACH	HEAD BASKETBALL COACH
1	2	3	4	5	6	7	8	9	10
$36,000 AND OVER	1	...	...	...	...	...	...	1	...
35,500-35,999 ..	...	...	...	...	...	...	...	...	...
35,000-35,499 ..	2	...	3	...	1	...	2	...	...
34,500-34,999 ..	...	...	...	...	...	...	...	...	...
34,000-34,499 ..	...	...	1	1	...	...	...	1	...
33,500-33,999 ..	1	...	...	...	...	...	1	...	...
33,000-33,499 ..	1	...	...	1	...	...	1	...	...
32,500-32,999 ..	...	...	...	...	...	...	...	...	1
32,000-32,499 ..	1	...	...	...	...	...	1	...	...
31,500-31,999 ..	1	...	...	1	1	...	3	1	...
31,000-31,499 ..	6	...	...	...	1	...	2	...	...
30,500-30,999 ..	1	...	1	...	...	...	...	1	...
30,000-30,499 ..	3	...	...	1	...	...	1	2	...
29,500-29,999 ...	1	1	...	...	1	1	1	...	...
29,000-29,499 ...	3	...	...	1	...	...	2	3	...
28,500-28,999 ...	3	...	...	...	...	...	3	2	1
28,000-28,499 ...	6	2	...	...	2	...	3	3	...
27,500-27,999 ...	2	1	...	2	2	...	1	2	...
27,000-27,499 ...	7	1	1	3	1	...	3	2	1
26,500-26,999 ...	6	...	1	1	2	2	4	2	...
26,000-26,499 ...	9	1	2	3	2	...	6	2	...
25,500-25,999 ...	4	...	1	1	...	1	2	3	...
25,000-25,499 ...	11	2	1	5	3	...	7	6	3
24,500-24,999 ...	9	2	2	9	1	...	4	...	...
24,000-24,499 ...	6	1	1	2	5	2	6	6	...
23,500-23,999 ...	23	...	3	4	3	1	7	2	1
23,000-23,499 ...	13	2	2	2	4	1	7	7	...
22,500-22,999 ...	9	1	2	4	2	...	8	2	1
22,000-22,499 ...	11	3	1	9	2	2	11	1	4
21,500-21,999 ...	10	3	2	2	6	1	9	4	6
21,000-21,499 ...	10	5	...	6	2	1	12	4	2
20,500-20,999 ...	13	4	5	5	3	5	8	2	2
20,000-20,499 ...	22	6	4	6	6	1	13	4	6
19,500-19,999 ...	20	5	3	1	2	5	16	4	6
19,000-19,499 ...	25	11	3	5	5	4	15	4	7
18,500-18,999 ...	15	4	4	5	8	1	17	6	5
18,000-18,499 ...	30	7	11	1	5	9	13	12	6
17,500-17,999 ...	17	9	5	4	1	5	20	4	7
17,000-17,499 ...	24	10	5	7	2	2	24	7	6
16,500-16,999 ...	18	6	3	9	4	9	21	11	10
16,000-16,499 ...	30	15	2	6	2	2	19	8	12
15,500-15,999 ...	33	10	3	10	2	3	28	12	17
15,000-15,499 ...	48	10	7	2	5	4	28	13	23
14,500-14,999 ...	32	12	3	2	1	2	24	11	19
14,000-14,499 ...	45	14	6	3	2	7	30	13	16
13,500-13,999 ...	38	11	5	4	1	5	26	14	20
13,000-13,499 ...	40	9	4	1	1	2	27	20	24
12,500-12,999 ...	34	15	4	6	1	2	15	14	21
12,000-12,499 ...	46	13	6	3	...	3	24	23	29
11,500-11,999 ...	37	11	2	2	...	4	14	18	28
11,000-11,499 ...	39	11	...	2	1	1	21	3	26
10,500-10,999 ...	29	12	...	2	...	2	12	17	19
10,000-10,499 ...	33	15	1	1	1	3	11	14	23
9,500- 9,999 ...	22	10	2	...	...	...	14	6	18
9,000- 9,499 ...	26	9	3	1	...	...	8	2	9
8,500- 8,999 ...	16	9	3	...	1	...	1	2	4
8,000 -8,499 ...	10	14	1	...	...	1	2	1	4
7,500- 7,999 ...	8	8	1	...	...	...	2	...	1
7,000- 7,499 ...	6	6	...	...	...	2	4	2	1
6,500- 6,999 ...	2	6	...	...	...	...	1	1	...
6,000- 6,499 ...	4	2	2	...	1	...	1	...	...
5,500- 5,999 ...	1	2	...	...	...	...	...	1	...
5,000- 5,499 ...	1	1	...	...	...	...	...	...	1
BELOW $5,000	...	1	2	1	3	...	...	...	2
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	924	313	124	147	99	96	566	306	392
FIRST QUARTILE	$ 11,959	$ 10,342	$ 13,500	$ 15,838	$ 16,844	$ 13,900	$ 13,213	$ 12,207	$ 11,308
MEDIAN SALARY	$ 14,891	$ 13,614	$ 17,200	$ 19,150	$ 20,042	$ 16,778	$ 15,821	$ 14,591	$ 13,208
THIRD QUARTILE	$ 19,180	$ 17,138	$ 20,250	$ 23,063	$ 23,542	$ 19,375	$ 19,578	$ 18,542	$ 15,676

TABLE 36 E.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 263 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

SALARY RANGE	DEAN, SCHOOL (OR COLLEGE) OF: GRADUATE SCHOOL	ARTS AND SCIENCES	AGRICULTURE	BUSINESS	DENTISTRY	EDUCATION	ENGINEERING	EXTENSION	FINE ARTS	FORESTRY OR NATURAL RESOURCES
1	2	3	4	5	6	7	8	9	10	11
$50,000 AND OVER	...	...	...	...	...	...	...	...	...	...
49,000-49,999 ..	...	...	...	...	...	...	...	...	...	...
48,000-48,999 ..	...	...	...	...	...	...	...	...	...	...
47,000-47,999..	...	...	...	...	...	...	...	...	...	...
46,000-46,999..	...	...	...	...	...	...	...	...	...	...
45,000-45,999..	...	...	...	...	...	...	...	...	...	...
44,000-44,999	...	...	...	...	...	...	...	...	...	...
43,000-43,999 ..	1	...	...	...	...	...	...	...	...	...
42,000-42,999 ..	...	...	...	...	...	...	1	...	...	...
41,000-41,999 ..	...	1	...	...	...	...	...	...	...	...
40,000-40,999 ..	1	...	...	...	3	2	...	...	...	...
39,000-39,999 ..	...	1	...	...	1	...	2	...	...	...
38,000-38,999 ..	1	...	...	3	3	...	...	...	...	...
37,000-37,999 ..	3	3	...	1	1	1	2	...	...	...
36,000-36,999 ..	2	2	3	2	5	1	...	...	...	...
35,000-35,999 ..	4	6	1	7	3	4	8	...	2	...
34,500-34,999 ..	4	1	1	2	1	...	2	...	...	...
34,000-34,499 ..	1	4	1	2	3	2	3	...	...	...
33,500-33,999 ..	1	3	2	6	1	1	4	...	...	...
33,000-33,499 ..	5	6	...	1	3	3	1	...	1	...
32,500-32,999 ..	1	...	2	2	...	4	5	...	1	...
32,000-32,499 ..	2	6	...	2	...	9	5	...	4	1
31,500-31,999 ..	5	3	1	4	...	5	3	...	1	...
31,000-31,499 ..	3	9	3	5	...	2	3	...	...	2
30,500-30,999 ..	2	6	3	4	1	6	5	1	...	1
30,000-30,499 ..	9	11	1	8	1	11	8	1	4	1
29,500-29,999 ..	3	3	2	5	...	3	2	2	3	2
29,000-29,499 ..	6	4	4	12	1	5	6	...	5	1
28,500-28,999 ..	7	5	...	7	1	6	6	...	3	...
28,000-28,499 ..	9	11	...	11	...	9	8	2	8	2
27,500-27,999 ..	3	2	2	7	...	3	1	2	2	1
27,000-27,499 ..	5	10	1	6	...	5	2	2	8	...
26,500-26,999 ..	4	10	3	4	1	8	4	3	4	...
26,000-26,499 ..	11	16	1	10	...	17	3	6	7	2
25,500-25,999 ..	12	8	3	5	...	4	4	1	5	1
25,000-25,499 ..	6	8	4	6	...	9	4	3	6	...
24,500-24,999 ..	11	10	...	7	...	11	5	2	1	1
24,000-24,499 ..	10	6	3	9	...	2	2	4	3	...
23,500-23,999 ..	15	11	1	6	...	8	...	5	...	1
23,000-23,499 ..	11	12	2	8	...	12	2	...	2	...
22,500-22,999 ..	7	9	2	4	...	11	...	3	5	...
22,000-22,499 ..	7	12	...	7	...	5	5	...	2	...
21,500-21,999 ..	8	3	2	5	...	3	1	1	3	2
21,000-21,499 ..	6	3	1	4	...	3	2	3	3	...
20,500-20,999 ..	4	4	1	4	...	3	2	2	2	...
20,000-20,499 ..	7	5	...	4	...	8	3	1	3	...
19,500-19,999 ..	1	2	2	2	...	2	1	1	1	...
19,000-19,499 ..	4	4	...	2	...	3	1	...	1	...
18,500-18,999 ..	2	1	...	1	...	1	1	1	1	...
18,000-18,499 ..	5	1	...	3	...	3	1	1	1	...
17,500-17,999 ...	...	2	...	1	...	1	2	...	...	...
17,000-17,499 ..	1	...	...	1	...	...	...	2	...	...
16,500-16,999 ..	3	2	...	1	...	2	...	1	...	...
16,000-16,499 ..	1	1	...	1	...	2	...	...	...	...
15,500-15,999 ...	...	1	...	...	...	...	...	...	...	...
15,000-15,499 ..	1	2	...	2	...	...	...	...	1	...
BELOW $15,000 ...	1	1	...	2	...	1	...	1	1	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	216	231	52	196	29	201	120	51	94	18
FIRST QUARTILE	$ 22,714	$ 23,198	$ 24,333	$ 23,313	$ 33,375	$ 23,094	$ 25,250	$ 21,458	$ 22,950	$ 25,750
MEDIAN SALARY	$ 25,250	$ 26,234	$ 27,500	$ 26,875	$ 35,000	$ 26,191	$ 29,000	$ 24,438	$ 26,429	$ 28,250
THIRD QUARTILE	$ 29,000	$ 30,193	$ 31,167	$ 30,000	$ 37,500	$ 30,034	$ 32,300	$ 26,542	$ 28,583	$ 30,250

TABLE 36 F.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 216 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

SALARY RANGE	DEAN, SCHOOL (OR COLLEGE) OF: HOME ECONOMICS	JOURNALISM	LAW	MEDICINE	MUSIC	NURSING	PHARMACY	PHYSICAL EDUCATION	SOCIAL WELFARE	VETERINARY MEDICINE	OTHER
1	2	3	4	5	6	7	8	9	10	11	12
$50,000 AND OVER	...	...	...	1	...	...	...	...	...	...	...
49,000-49,999 ..	...	...	...	...	...	...	...	...	...	...	...
48,000-48,999 ..	...	...	...	1	...	...	...	...	...	...	...
47,000-47,999..	...	...	...	3	...	...	...	...	...	...	...
46,000-46,999..	...	...	...	1	...	...	...	...	...	...	...
45,000-45,999..	...	...	...	2	...	...	...	...	...	...	...
44,000-44,999	...	...	...	1	...	...	...	...	...	...	...
43,000-43,999 ..	...	...	...	1	...	...	...	...	...	...	1
42,000-42,999 ..	...	...	...	5	...	...	...	...	...	...	...
41,000-41,999 ..	...	...	1	2	...	...	...	...	...	...	...
40,000-40,999 ..	...	...	1	7	...	...	...	...	...	...	...
39,000-39,999 ..	...	...	...	1	...	...	...	...	...	...	...
38,000-38,999 ..	...	...	4	3	...	...	...	...	...	...	1
37,000-37,999 ..	...	...	6	5	...	...	...	...	...	...	...
36,000-36,999 ..	...	...	3	3	...	...	...	...	...	2	1
35,000-35,999 ..	...	...	4	1	...	2	1	...	1	2	4
34,500-34,999 ..	...	...	...	...	...	...	...	...	...	1	...
34,000-34,499 ..	...	...	2	...	1	...	2	...	...	...	6
33,500-33,999 ..	...	...	2	..	..	...	1	...	1	...	2
33,000-33,499 ..	...	1	7	1	. .	...	...	...	...	1	2
32,500-32,999 ..	...	...	1	1	1	...	1	...	...	...	8
32,000-32,499 ..	...	...	2	2	...	...	3	...	2	1	4
31,500-31,999 ..	...	...	3	1	...	...	...	...	3	...	5
31,000-31,499 ..	...	1	7	...	...	...	2	...	2	1	5
30,500-30,999 ..	...	...	...	1	1	1	2	...	1	1	3
30,000-30,499 ..	2	1	8	1	...	4	2	...	3	2	10
29,500-29,999 ...	...	...	1	1	1	2	2	...	1	1	3
29,000-29,499 ..	1	1	3	...	1	1	2	3	1	...	1
28,500-28,999 ..	1	2	2	...	1	2	1	1	4	1	8
28,000-28,499 ..	2	...	4	...	3	2	1	1	2	2	8
27,500-27,999 ..	2	1	1	...	...	1	1	1	4	...	2
27,000-27,499 ..	3	1	5	...	1	2	1	3	4	...	10
26,500-26,999 ..	2	2	1	...	1	1	1	1	2	...	6
26,000-26,499 ..	2	...	2	...	2	1	5	3	2	...	13
25,500-25,999 ..	2	...	1	...	1	5	3	2	2	1	7
25,000-25,499 ..	3	...	...	...	6	5	1	2	2	1	7
24,500-24,999 ...	...	1	1	...	...	3	2	2	1	...	4
24,000-24,499 ..	3	2	...	...	1	5	2	3	1	...	9
23,500-23,999 ..	1	1	...	...	3	3	1	1	...	...	6
23,000-23,499 ..	2	1	2	1	2	2	3	2	...	...	9
22,500-22,999 ...	...	2	3	...	1	2	2	...	1	...	8
22,000-22,499 ..	3	2	3	1	1	6	3	1	...	...	5
21,500-21,999 ..	2	...	...	...	2	7	...	2	...	...	3
21,000-21,499 ..	1	1	2	...	3	3	1	...	...	...	5
20,500-20,999 ...	...	...	...	...	...	4	...	3	...	...	2
20,000-20,499 ..	3	...	...	...	1	4	2	1	1	...	8
19,500-19,999 ..	1	...	...	...	2	3	...	1	...	...	3
19,000-19,499 ..	2	...	1	...	...	5	...	2	...	...	4
18,500-18,999 ..	1	...	...	...	1	1	...	1	1	...	...
18,000-18,499 ..	1	...	...	...	1	1	...	...	...	...	4
17,500-17,999 ...	...	...	...	...	1	2	...	1	...	...	1
17,000-17,499 ...	...	...	1	...	1	3	...	...	1	...	2
16,500-16,999 ...	...	...	...	...	1	2	...	...	...	...	2
16,000-16,499 ...	...	...	...	...	...	1	...	...	...	...	...
15,500-15,999 ...	...	...	...	...	...	...	...	...	...	...	...
15,000-15,499 ..	1	1	...	...	...	...	...	2	...	...	1
BELOW $15,000 ...	1	2	...	...	1	4	...	1	1	...	2
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	42	23	84	47	42	90	48	40	44	17	195
FIRST QUARTILE	$21,250	$22,438	$27,400	$35,500	$21,250	$20,063	$24,000	$20,667	$26,000	$28,625	$22,922
MEDIAN SALARY	$24,333	$24,375	$31,071	$39,143	$24,000	$22,417	$26,400	$24,333	$27,875	$30,750	$26,212
THIRD QUARTILE	$27,083	$28,563	$34,000	$42,300	$26,750	$25,650	$30,500	$26,500	$30,333	$34,875	$30,163

TABLE 37.--PRESIDENTS' SALARIES. DISTRIBUTION OF SALARIES PAID TO PRESIDENTS IN 953 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1971-72

SALARY RANGE	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL
1	2	3	4	5	6	7	8	9	10	11
$60,000 AND OVER .	1	...	...	...	...	...	...	...	...	1
58,000-59,999 ...	1	...	...	...	...	...	...	...	...	1
56,000-57,999 ...	...	...	...	...	...	...	...	...	...	...
54,000-55,999 ...	...	...	...	...	2	...	1	...	...	3
52,000-53,999 ...	...	...	...	...	1	...	...	...	...	1
50,000-51,999 ...	5	...	...	7	3	...	2	1	...	18
48,000-49,999 ...	1	...	...	1	...	...	...	...	...	2
46,000-47,999 ...	7	...	1	1	1	...	...	...	...	10
44,000-45,999 ...	6	1	2	3	4	1	1	...	1	19
42,000-43,999 ...	6	1	1	...	2	...	2	...	2	14
40,000-41,999 ...	18	5	1	4	5	1	10	5	2	51
38,000-39,999 ...	15	4	5	1	3	7	5	...	1	41
36,000-37,999 ...	10	5	2	2	5	14	9	2	...	49
34,000-35,999 ...	7	8	6	...	5	9	16	5	3	59
32,000-33,999 ...	8	12	7	...	2	19	21	9	...	78
30,000-31,999 ...	5	9	9	...	9	18	39	26	3	118
29,500-29,999 ...	...	7	5	...	...	8	1	...	2	23
29,000-29,499 ...	...	2	6	...	...	2	3	3	...	16
28,500-28,999 ...	...	1	1	...	...	3	4	...	1	10
28,000-28,499 ...	...	2	1	...	1	3	4	5	2	18
27,500-27,999 ...	...	...	2	...	...	6	4	4	3	19
27,000-27,499 ...	...	1	...	...	1	13	3	6	2	26
26,500-26,999 ...	1	4	6	...	...	8	4	4	...	27
26,000-26,499 ...	...	...	...	...	...	2	5	5	1	13
25,500-25,999 ...	...	...	2	...	...	3	2	3	...	10
25,000-25,499 ...	...	...	1	...	1	14	18	19	15	68
24,500-24,999 ...	...	...	...	...	...	6	2	2	2	12
24,000-24,499 ...	...	...	...	...	1	1	8	4	2	16
23,500-23,999 ...	...	...	...	...	...	5	2	5	2	14
23,000-23,499 ...	...	1	...	...	...	3	2	5	1	12
22,500-22,999 ...	...	...	...	...	1	2	2	4	3	12
22,000-22,499 ...	...	...	...	...	...	2	1	11	5	19
21,500-21,999 ...	...	...	2	...	...	5	3	4	1	15
21,000-21,499 ...	...	...	...	...	...	1	2	4	5	12
20,500-20,999 ...	...	...	...	...	...	3	...	3	2	8
20,000-20,499 ...	...	...	...	...	...	4	7	14	8	33
19,500-19,999 ...	...	...	...	...	...	...	2	4	1	7
19,000-19,499 ...	...	...	...	...	...	...	...	4	3	7
18,500-18,999 ...	...	...	...	...	...	...	...	2	4	6
18,000-18,499 ...	...	...	...	...	...	...	1	1	7	9
17,500-17,999 ...	...	...	...	...	...	1	...	2	3	6
17,000-17,499 ...	...	...	...	...	...	...	2	3	4	9
16,500-16,999 ...	...	...	...	...	...	...	...	3	4	7
16,000-16,499 ...	...	...	...	...	...	...	1	2	9	12
15,500-15,999 ...	...	...	...	...	...	...	...	2	1	3
15,000-15,499 ...	...	...	...	...	...	...	...	3	5	8
14,500-14,999 ...	...	...	...	...	...	...	...	...	1	1
14,000-14,499 ...	...	...	...	...	...	...	...	2	2	4
13,500-13,999 ...	...	...	...	...	...	...	1	...	2	3
13,000-13,499 ...	...	...	...	...	...	...	...	...	2	2
12,500-12,999 ...	...	...	...	...	...	...	...	3	2	5
12,000-12,499 ...	...	...	...	...	...	...	...	...	4	4
11,500-11,999 ...	...	...	...	...	...	...	...	...	1	1
11,000-11,499 ...	...	...	...	...	...	...	...	...	4	4
10,500-10,999 ...	...	...	...	...	...	...	...	...	1	1
10,000-10,499 ...	...	...	...	...	...	...	...	...	2	2
9,500- 9,999 ...	...	...	...	...	...	...	...	...	2	2
9,000- 9,499 ...	...	...	...	...	...	...	...	...	...	...
BELOW $9,000	...	...	...	...	...	...	...	1	1	2
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	91	63	60	19	47	164	190	185	134	953
FIRST QUARTILE	$ 36,350	$ 29,839	$ 29,000	$ 40,875	$ 31,500	$ 25,286	$ 25,319	$ 20,542	$ 16,194	$ 24,258
MEDIAN SALARY	$ 39,933	$ 32,750	$ 30,889	$ 45,667	$ 37,000	$ 28,500	$ 30,564	$ 25,118	$ 20,125	$ 29,750
THIRD QUARTILE	$ 43,417	$ 36,100	$ 35,000	$ 50,643	$ 43,250	$ 33,053	$ 33,857	$ 30,135	$ 25,150	$ 35,042

TABLE 38.--BUSINESS VICE PRESIDENTS' SALARIES. DISTRIBUTION OF SALARIES PAID TO BUSINESS VICE PRESIDENTS OR BUSINESS MANAGERS IN 914 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, BY TYPE OF INSTITUTION, 1971-72

SALARY RANGE	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	TOTAL
1	2	3	4	5	6	7	8	9	10	11
$36,000 AND OVER	11	...	...	7	4	...	1	...	...	23
35,500-35,999	...	...	...	1	...	...	...	...	...	1
35,000-35,499	...	...	...	...	1	...	...	...	...	1
34,500-34,999	...	...	...	...	...	...	...	...	...	...
34,000-34,499	4	...	1	...	1	...	...	...	...	6
33,500-33,999	2	1	...	...	...	...	...	...	...	3
33,000-33,499	...	...	...	...	2	...	...	...	...	2
32,500-32,999	6	...	...	...	...	1	...	...	...	7
32,000-32,499	6	1	1	1	2	...	1	...	...	12
31,500-31,999	4	1	1	...	...	...	1	...	...	7
31,000-31,499	6	1	...	2	1	1	4	...	...	15
30,500-30,999	3	1	1	1	...	...	1	1	...	8
30,000-30,499	5	...	...	2	2	1	1	...	...	11
29,500-29,999	...	...	...	...	3	...	1	...	...	4
29,000-29,499	2	2	1	1	2	2	2	...	...	12
28,500-28,999	3	3	...	...	2	1	2	1	...	12
28,000-28,499	3	2	...	1	1	2	3	...	...	12
27,500-27,999	2	5	...	1	2	1	...	...	...	11
27,000-27,499	6	1	...	1	1	...	1	...	1	11
26,500-26,999	3	4	1	1	...	2	3	...	...	14
26,000-26,499	1	2	3	1	...	1	3	...	...	11
25,500-25,999	1	...	1	...	1	1	3	...	...	7
25,000-25,499	1	3	2	...	5	1	8	2	...	22
24,500-24,999	...	1	...	...	2	9	3	1	...	16
24,000-24,499	1	4	...	...	4	2	6	1	...	18
23,500-23,999	2	2	...	...	...	6	4	1	...	15
23,000-23,499	3	4	1	1	1	7	9	1	2	29
22,500-22,999	1	4	3	...	...	7	3	...	...	18
22,000-22,499	3	2	4	...	2	2	6	2	...	21
21,500-21,999	1	1	...	1	3	1	6	4	1	18
21,000-21,499	...	1	7	...	...	3	8	4	1	24
20,500-20,999	...	...	3	...	...	5	5	3	...	16
20,000-20,499	...	3	3	...	...	7	8	11	3	35
19,500-19,999	1	1	1	...	...	6	11	8	2	30
19,000-19,499	...	1	...	...	1	10	14	4	1	31
18,500-18,999	1	2	4	...	...	2	5	5	2	21
18,000-18,499	2	...	3	...	1	6	8	7	3	30
17,500-17,999	...	2	3	...	...	10	9	9	3	36
17,000-17,499	...	1	1	...	1	6	5	5	2	21
16,500-16,999	...	...	2	...	2	9	4	8	2	27
16,000-16,499	...	1	3	...	...	7	6	11	5	33
15,500-15,999	1	...	...	...	...	8	3	11	1	24
15,000-15,499	1	...	2	...	1	8	7	9	7	35
14,500-14,999	...	...	...	...	...	2	7	8	1	18
14,000-14,499	...	...	...	...	...	6	6	14	8	34
13,500-13,999	...	2	1	...	...	2	3	10	2	20
13,000-13,499	...	...	...	...	...	2	5	10	1	18
12,500-12,999	...	...	1	...	...	2	...	12	5	20
12,000-12,499	...	...	1	...	...	4	4	6	13	28
11,500-11,999	...	...	...	...	...	...	...	3	7	10
11,000-11,499	...	...	...	...	...	...	1	5	4	10
10,500-10,999	...	...	1	...	...	1	1	3	4	10
10,000-10,499	...	...	...	...	...	...	...	1	6	7
9,500- 9,999	...	...	...	...	...	...	...	3	3	6
9,000- 9,499	...	...	...	...	...	...	...	2	8	10
8,500- 8,999	...	...	...	...	...	...	...	1	1	2
8,000- 8,499	...	...	...	...	...	...	...	...	5	5
7,500- 7,999	...	...	...	...	...	...	...	...	2	2
7,000- 7,499	...	...	...	...	...	1	...	...	2	3
6,500- 6,999	...	...	...	...	...	...	...	...	1	1
6,000- 6,499	...	...	...	...	...	...	...	...	...	...
5,500- 5,999	...	...	...	...	...	...	...	...	...	...
5,000- 5,499	...	...	...	...	...	...	...	...	...	...
BELOW $5,000	...	...	...	...	...	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	86	59	56	22	48	155	192	187	109	914
FIRST QUARTILE	$ 26,750	$ 21,875	$ 17,833	$ 27,750	$ 23,750	$ 16,196	$ 17,100	$ 13,538	$ 10,438	$ 15,350
MEDIAN SALARY	$ 30,400	$ 24,313	$ 20,833	$ 31,000	$ 26,500	$ 19,075	$ 19,864	$ 15,795	$ 12,442	$ 19,419
THIRD QUARTILE	$ 32,625	$ 27,725	$ 22,833	$ 36,107	$ 30,250	$ 22,946	$ 23,500	$ 18,725	$ 16,075	$ 24,486

TABLE 39.--LARGE PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 10,000 AND OVER, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	42	$22,850	$29,000	$34,057	$38,104	$50,000
ASSISTANT TO THE PRESIDENT	81	12,800	18,366	22,000	25,575	36,275
PLANNING VICE-PRESIDENT OR DIRECTOR	40	10,560	20,500	26,400	30,800	40,500
DIRECTOR OF ORGANIZED RESEARCH	36	18,750	26,520	29,826	34,138	40,000
DIRECTOR OF INSTITUTIONAL RESEARCH	55	13,376	18,000	21,764	24,840	30,000
PROVOST OR ACADEMIC VICE-PRESIDENT	78	23,850	30,570	33,805	35,985	48,900
DEAN OF ADMINISTRATION OR INSTRUCTION	23	21,156	24,313	29,000	32,301	37,925
DEAN OF GRADUATE SCHOOL	71	20,000	25,890	28,500	31,605	43,333
DEAN OF ARTS AND SCIENCES	79	20,000	27,900	30,000	32,000	41,000
DEAN, SCHOOL OF AGRICULTURE	32	20,667	27,500	30,508	32,500	36,000
DEAN, SCHOOL OF BUSINESS	75	20,667	27,687	29,279	31,740	38,000
DEAN, SCHOOL OF DENTISTRY	16	28,500	33,000	34,900	36,012	39,000
DEAN, SCHOOL OF EDUCATION	78	20,000	26,950	30,000	31,994	40,000
DEAN, SCHOOL OF ENGINEERING	56	20,000	28,550	30,600	33,504	42,300
DEAN, SCHOOL OF EXTENSION	27	17,060	23,936	26,200	26,625	30,567
DEAN, SCHOOL OF FINE ARTS	49	20,350	25,637	27,800	29,472	35,275
DEAN, SCHOOL OF FORESTRY	10	26,200	27,904	29,250	29,875	31,200
DEAN, SCHOOL OF HOME ECONOMICS	25	19,600	23,475	25,575	27,150	30,300
DEAN, SCHOOL OF JOURNALISM	17	15,400	22,899	24,700	28,170	31,400
DEAN, SCHOOL OF LAW	39	23,000	29,776	32,000	36,175	41,500
DEAN, SCHOOL OF MEDICINE	24	30,516	36,755	40,000	42,300	48,000
DEAN, SCHOOL OF MUSIC	19	21,700	23,806	26,300	28,635	34,400
DEAN, SCHOOL OF NURSING	41	14,840	22,025	24,500	26,875	35,275
DEAN, SCHOOL OF PHARMACY	32	21,360	25,500	28,000	31,200	35,500
DEAN, SCHOOL OF PHYSICAL EDUCATION	22	18,800	21,401	25,392	26,897	29,303
DEAN, SCHOOL OF SOCIAL WELFARE	30	17,100	26,165	27,755	30,758	35,275
DEAN, SCHOOL OF VETERINARY MEDICINE	15	25,020	28,425	31,000	34,647	36,900
DEAN, OTHER	86	19,200	25,900	28,542	31,784	43,700
STUDENT PERSONNEL SERVICES DIRECTOR	83	18,167	23,000	26,000	28,425	35,000
DEAN OF MEN	28	12,000	14,600	17,762	21,100	24,679
DEAN OF WOMEN	25	12,000	14,872	17,100	18,951	24,360
DIRECTOR OF ADMISSIONS	78	10,992	16,580	19,400	22,723	30,000
REGISTRAR	80	12,250	15,900	17,725	21,000	26,700
DIRECTOR OF STUDENT PLACEMENT	77	9,900	14,700	16,800	18,957	29,246
DIRECTOR OF STUDENT TESTING AND COUNSELING	67	12,400	17,323	19,800	21,500	31,000
DIRECTOR OF STUDENT FINANCIAL AID	82	8,500	13,095	15,082	17,264	25,500
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	86	15,000	26,510	30,026	32,500	51,600
DIRECTOR OF DEVELOPMENT	54	14,800	19,524	23,028	26,647	33,500
DIRECTOR OF BUDGET	51	12,000	16,850	20,000	23,575	36,600
CONTROLLER	60	12,833	19,200	21,775	24,387	34,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	72	10,800	15,950	17,870	21,400	32,800
DIRECTOR OF PUBLIC RELATIONS	56	13,500	19,728	23,925	29,448	41,000
ALUMNI SERVICES DIRECTOR	63	9,281	14,500	16,700	20,802	33,208
DIRECTOR OF INFORMATION	52	9,084	14,724	17,038	20,100	32,300
LIBRARIAN (HEAD)	88	13,000	21,600	24,965	27,000	36,000
DIRECTOR OF AUDIO-VISUAL SERVICES	50	10,819	15,434	18,440	20,335	29,500
DIRECTOR OF EVENING SCHOOL	22	8,580	17,500	20,535	25,822	34,397
DIRECTOR OF EXTENSION	35	11,668	20,003	22,620	26,000	34,397
DIRECTOR OF SUMMER SESSION	27	11,440	19,180	23,500	26,625	31,700
DIRECTOR OF LABORATORY SCHOOL	25	12,981	17,473	20,300	23,600	29,995
DIRECTOR OF ATHLETICS	79	13,830	21,425	23,900	26,587	35,000
HEAD FOOTBALL COACH	63	13,000	18,537	23,400	26,125	38,000
HEAD BASKETBALL COACH	70	13,590	15,850	18,366	20,625	32,500

TABLE 40.--MID-SIZE PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,000-9,999, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	20	$20,000	$23,000	$27,245	$30,000	$39,934
ASSISTANT TO THE PRESIDENT	37	12,271	16,681	19,320	21,087	25,900
PLANNING VICE-PRESIDENT OR DIRECTOR	12	14,000	17,712	19,589	24,792	26,760
DIRECTOR OF ORGANIZED RESEARCH	14	11,417	19,600	23,854	27,600	33,000
DIRECTOR OF INSTITUTIONAL RESEARCH	36	8,500	16,500	18,425	21,052	26,775
PROVOST OR ACADEMIC VICE-PRESIDENT	51	20,982	25,166	27,442	29,843	37,500
DEAN OF ADMINISTRATION OR INSTRUCTION	16	17,423	22,371	26,036	28,500	35,275
DEAN OF GRADUATE SCHOOL	53	16,600	22,151	24,444	25,998	35,275
DEAN OF ARTS AND SCIENCES	55	17,850	23,012	24,879	26,401	35,275
DEAN, SCHOOL OF AGRICULTURE	14	19,500	22,926	24,625	26,240	29,000
DEAN, SCHOOL OF BUSINESS	49	11,104	22,206	24,648	26,900	35,275
DEAN, SCHOOL OF EDUCATION	51	14,829	22,712	24,700	26,152	32,100
DEAN, SCHOOL OF ENGINEERING	18	20,200	24,375	27,154	28,822	31,491
DEAN, SCHOOL OF EXTENSION	12	18,850	21,360	22,700	23,673	25,992
DEAN, SCHOOL OF FINE ARTS	22	15,600	20,711	24,008	25,965	28,128
DEAN, SCHOOL OF FORESTRY	7	21,500	...	24,900	...	30,500
DEAN, SCHOOL OF HOME ECONOMICS	10	14,430	18,930	21,740	23,100	27,660
DEAN, SCHOOL OF LAW	7	22,000	...	27,168	...	30,065
DEAN, SCHOOL OF MEDICINE	5	22,008	...	30,000	...	36,933
DEAN, SCHOOL OF MUSIC	7	11,863	...	23,182	...	28,140
DEAN, SCHOOL OF NURSING	14	17,250	19,720	21,500	24,150	28,080
DEAN, SCHOOL OF PHARMACY	7	20,000	...	22,600	...	29,000
DEAN, SCHOOL OF PHYSICAL EDUCATION	6	15,233	...	23,464	...	27,170
DEAN, OTHER	41	14,317	21,850	24,100	26,253	32,058
STUDENT PERSONNEL SERVICES DIRECTOR	61	14,710	20,013	23,000	24,973	35,275
DEAN OF MEN	40	11,751	13,692	15,000	16,300	24,350
DEAN OF WOMEN	45	10,500	12,997	14,280	15,275	22,236
DIRECTOR OF ADMISSIONS	58	10,000	13,689	16,685	20,590	26,300
REGISTRAR	59	8,985	14,142	16,500	18,264	25,500
DIRECTOR OF STUDENT PLACEMENT	55	8,520	12,232	14,100	17,677	24,893
DIRECTOR OF STUDENT TESTING AND COUNSELING	46	8,500	13,672	15,769	19,097	22,581
DIRECTOR OF STUDENT FINANCIAL AID	57	9,000	12,024	13,300	15,122	18,830
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	59	13,500	21,375	24,300	27,543	33,774
DIRECTOR OF DEVELOPMENT	30	11,000	15,736	19,279	23,500	31,000
DIRECTOR OF BUDGET	30	10,432	13,004	15,430	17,586	24,000
CONTROLLER	33	9,893	15,105	16,500	18,911	26,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	41	9,893	11,688	13,100	15,130	25,855
DIRECTOR OF PUBLIC RELATIONS	43	9,923	14,359	17,320	19,700	28,775
ALUMNI SERVICES DIRECTOR	42	7,450	11,400	13,054	15,100	23,560
DIRECTOR OF INFORMATION	24	7,680	12,875	14,667	16,000	20,310
LIBRARIAN (HEAD)	62	13,800	18,492	20,024	21,800	31,275
DIRECTOR OF AUDIO-VISUAL SERVICES	33	10,000	13,625	17,000	21,279	27,180
DIRECTOR OF EVENING SCHOOL	9	17,000	...	18,275	...	35,275
DIRECTOR OF EXTENSION	27	12,000	16,230	18,800	22,051	26,100
DIRECTOR OF SUMMER SESSION	15	14,716	18,395	20,400	21,270	24,150
DIRECTOR OF LABORATORY SCHOOL	19	11,733	13,980	16,500	17,236	22,360
DIRECTOR OF ATHLETICS	52	14,100	17,000	18,569	20,840	29,000
HEAD FOOTBALL COACH	44	11,780	14,545	16,117	18,470	30,000
HEAD BASKETBALL COACH	52	9,900	13,000	14,462	16,000	20,160

TABLE 41.--SMALL PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS UNDER 5,000, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	12	$20,450	$24,000	$26,100	$29,120	$37,500
ASSISTANT TO THE PRESIDENT	33	10,000	13,820	18,000	20,210	32,000
PLANNING VICE-PRESIDENT OR DIRECTOR	9	12,000	...	22,650	...	32,000
DIRECTOR OF ORGANIZED RESEARCH	7	18,200	...	26,093	...	34,500
DIRECTOR OF INSTITUTIONAL RESEARCH	31	9,600	14,780	18,000	21,581	26,500
PROVOST OR ACADEMIC VICE-PRESIDENT	48	19,000	23,690	26,189	28,640	46,438
DEAN OF ADMINISTRATION OR INSTRUCTION	21	18,300	22,187	24,817	25,837	34,500
DEAN OF GRADUATE SCHOOL	45	16,000	20,758	23,600	24,973	37,788
DEAN OF ARTS AND SCIENCES	43	13,375	21,682	23,170	24,919	30,600
DEAN, SCHOOL OF AGRICULTURE	6	19,600	...	22,605	...	25,000
DEAN, SCHOOL OF BUSINESS	24	17,700	20,800	23,000	25,000	30,000
DEAN, SCHOOL OF EDUCATION	39	16,800	20,500	23,000	24,844	30,000
DEAN, SCHOOL OF ENGINEERING	10	18,300	21,022	24,980	27,540	32,400
DEAN, SCHOOL OF FINE ARTS	7	20,500	...	25,142	...	28,100
DEAN, SCHOOL OF HOME ECONOMICS	6	15,387	...	20,000	...	30,000
DEAN, SCHOOL OF MEDICINE	5	23,160	...	32,750	...	40,500
DEAN, SCHOOL OF NURSING	8	16,000	...	22,750	...	29,671
DEAN, SCHOOL OF PHYSICAL EDUCATION	5	20,316	...	24,185	...	27,413
DEAN, OTHER	28	17,136	20,500	23,658	26,731	34,000
STUDENT PERSONNEL SERVICES DIRECTOR	51	11,000	17,679	21,265	23,797	36,000
DEAN OF MEN	33	8,988	12,624	13,973	16,499	19,643
DEAN OF WOMEN	34	10,250	12,753	13,820	15,309	22,500
DIRECTOR OF ADMISSIONS	45	7,500	14,349	16,524	18,762	32,500
REGISTRAR	52	9,220	12,931	15,650	17,760	22,500
DIRECTOR OF STUDENT PLACEMENT	44	4,600	10,650	13,000	17,500	26,093
DIRECTOR OF STUDENT TESTING AND COUNSELING	39	9,500	13,856	16,200	18,302	24,300
DIRECTOR OF STUDENT FINANCIAL AID	55	7,104	10,596	12,600	14,961	23,746
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	56	10,520	17,839	20,800	22,680	34,000
DIRECTOR OF DEVELOPMENT	15	12,690	16,770	19,500	22,750	26,578
DIRECTOR OF BUDGET	17	8,580	13,134	14,750	17,490	30,356
CONTROLLER	25	11,500	13,776	15,948	17,326	27,500
DIRECTOR OF NON-ACADEMIC PERSONNEL	26	8,328	10,973	12,834	16,275	22,500
DIRECTOR OF PUBLIC RELATIONS	35	10,000	13,939	15,587	16,625	26,001
ALUMNI SERVICES DIRECTOR	25	1,680	9,671	12,000	13,297	16,256
DIRECTOR OF INFORMATION	20	6,000	10,392	11,932	15,410	23,940
LIBRARIAN (HEAD)	57	11,000	14,832	18,000	20,041	28,800
DIRECTOR OF AUDIO-VISUAL SERVICES	31	8,802	13,249	15,348	17,775	26,460
DIRECTOR OF EVENING SCHOOL	6	9,309	...	15,000	...	16,700
DIRECTOR OF EXTENSION	14	10,650	15,564	18,304	23,446	29,325
DIRECTOR OF SUMMER SESSION	13	13,657	17,001	19,285	23,239	26,093
DIRECTOR OF LABORATORY SCHOOL	15	8,190	14,265	16,575	18,076	21,307
DIRECTOR OF ATHLETICS	46	8,040	14,623	16,710	19,340	23,220
HEAD FOOTBALL COACH	29	6,612	11,988	13,625	16,250	19,110
HEAD BASKETBALL COACH	31	10,008	12,144	13,000	14,685	22,800

TABLE 42.--LARGE NONPUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,000 AND OVER, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	7	$29,000	---	$31,800	---	$44,764
ASSISTANT TO THE PRESIDENT	14	7,800	16,750	23,500	29,500	35,000
PLANNING VICE-PRESIDENT OR DIRECTOR	5	16,250	---	26,000	---	38,150
DIRECTOR OF ORGANIZED RESEARCH	7	11,500	---	29,900	---	35,750
DIRECTOR OF INSTITUTIONAL RESEARCH	10	11,900	17,500	20,550	23,500	35,000
PROVOST OR ACADEMIC VICE-PRESIDENT	17	27,600	32,000	36,000	39,187	50,000
DEAN OF ADMINISTRATION OR INSTRUCTION	8	24,000	---	31,250	---	38,000
DEAN OF GRADUATE SCHOOL	18	19,000	23,750	28,635	30,000	33,500
DEAN OF ARTS AND SCIENCES	23	20,470	25,875	28,000	32,250	39,000
DEAN, SCHOOL OF BUSINESS	21	20,140	24,562	29,000	31,062	38,000
DEAN, SCHOOL OF DENTISTRY	7	30,000	---	38,000	---	40,000
DEAN, SCHOOL OF EDUCATION	16	19,900	24,500	28,000	33,000	40,000
DEAN, SCHOOL OF ENGINEERING	14	24,686	26,875	30,500	34,300	39,000
DEAN, SCHOOL OF EXTENSION	5	14,750	---	24,200	---	28,000
DEAN, SCHOOL OF FINE ARTS	10	19,500	24,320	28,125	31,350	35,000
DEAN, SCHOOL OF LAW	19	22,650	29,500	32,500	35,000	38,000
DEAN, SCHOOL OF MEDICINE	9	37,000	---	41,000	---	50,000
DEAN, SCHOOL OF NURSING	11	18,000	19,575	21,500	22,000	30,000
DEAN, SCHOOL OF SOCIAL WELFARE	10	18,500	26,000	28,500	30,000	31,300
DEAN, OTHER	20	18,000	21,500	25,663	30,000	35,000
STUDENT PERSONNEL SERVICES DIRECTOR	21	16,600	18,812	24,500	26,375	37,155
DEAN OF MEN	12	11,000	13,739	15,800	18,439	21,000
DEAN OF WOMEN	10	10,000	13,068	15,500	16,937	23,500
DIRECTOR OF ADMISSIONS	23	13,000	15,520	18,000	21,625	24,357
REGISTRAR	23	13,000	15,590	17,250	19,562	23,500
DIRECTOR OF STUDENT PLACEMENT	22	8,000	12,675	14,500	17,000	20,200
DIRECTOR OF STUDENT TESTING AND COUNSELING	20	11,200	14,111	17,300	19,000	23,000
DIRECTOR OF STUDENT FINANCIAL AID	23	10,000	14,000	16,543	18,360	20,692
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	22	21,736	27,250	30,750	36,750	48,000
DIRECTOR OF DEVELOPMENT	23	20,000	25,000	30,000	35,250	45,000
DIRECTOR OF BUDGET	13	13,700	18,125	21,000	26,625	30,750
CONTROLLER	21	16,188	18,747	20,500	24,250	37,500
DIRECTOR OF NON-ACADEMIC PERSONNEL	18	10,872	14,000	16,400	20,346	26,956
DIRECTOR OF PUBLIC RELATIONS	18	14,400	18,000	22,500	26,695	31,250
ALUMNI SERVICES DIRECTOR	22	10,500	14,675	16,750	19,250	24,750
DIRECTOR OF INFORMATION	8	11,600	---	15,250	---	23,400
LIBRARIAN (HEAD)	23	14,000	19,675	23,000	26,118	35,000
DIRECTOR OF AUDIO-VISUAL SERVICES	10	8,214	12,450	14,425	15,600	27,500
DIRECTOR OF EVENING SCHOOL	9	12,000	---	19,200	---	24,500
DIRECTOR OF SUMMER SESSION	11	15,400	16,725	19,000	22,304	28,200
DIRECTOR OF ATHLETICS	23	14,400	18,250	19,760	21,909	33,500
HEAD FOOTBALL COACH	13	10,500	13,905	23,000	25,000	30,500
HEAD BASKETBALL COACH	18	11,900	13,250	15,450	15,800	22,000

TABLE 43.--SMALL NONPUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC UNIVERSITIES WITH ENROLLMENTS UNDER 5,000, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	15	$12,600	$21,131	$24,800	$33,125	$48,500
ASSISTANT TO THE PRESIDENT	33	9,470	13,385	15,000	18,375	28,000
PLANNING VICE-PRESIDENT OR DIRECTOR	8	17,700	---	24,500	---	39,000
DIRECTOR OF ORGANIZED RESEARCH	7	17,750	---	20,500	---	32,500
DIRECTOR OF INSTITUTIONAL RESEARCH	14	11,650	14,332	17,050	19,641	24,000
PROVOST OR ACADEMIC VICE-PRESIDENT	39	17,500	22,454	26,311	30,250	50,000
DEAN OF ADMINISTRATION OR INSTRUCTION	11	16,500	21,750	28,000	28,525	39,600
DEAN OF GRADUATE SCHOOL	28	14,500	19,000	22,785	25,000	32,600
DEAN OF ARTS AND SCIENCES	31	15,000	19,000	22,500	25,625	35,000
DEAN, SCHOOL OF BUSINESS	27	10,875	18,425	23,000	25,625	35,200
DEAN, SCHOOL OF EDUCATION	17	16,000	17,750	21,000	25,875	29,200
DEAN, SCHOOL OF ENGINEERING	22	17,800	20,300	23,150	25,400	35,000
DEAN, SCHOOL OF FINE ARTS	6	13,900	---	21,850	---	25,000
DEAN, SCHOOL OF LAW	15	17,100	21,750	28,130	30,250	37,200
DEAN, SCHOOL OF MUSIC	10	16,500	18,000	21,700	24,300	26,250
DEAN, SCHOOL OF NURSING	16	11,140	16,500	19,128	21,500	25,680
DEAN, SCHOOL OF PHYSICAL EDUCATION	6	12,000	---	18,357	---	25,700
DEAN, OTHER	20	13,500	18,000	22,500	24,075	32,100
STUDENT PERSONNEL SERVICES DIRECTOR	45	12,600	17,000	20,500	23,075	28,000
DEAN OF MEN	27	9,528	12,250	14,000	15,225	18,304
DEAN OF WOMEN	27	8,000	9,620	11,100	13,237	17,200
DIRECTOR OF ADMISSIONS	52	9,600	13,300	14,650	17,120	24,000
REGISTRAR	52	10,000	11,880	14,450	16,000	23,700
DIRECTOR OF STUDENT PLACEMENT	36	8,124	9,880	12,600	13,700	20,500
DIRECTOR OF STUDENT TESTING AND COUNSELING	33	10,500	12,650	14,500	16,125	22,000
DIRECTOR OF STUDENT FINANCIAL AID	47	6,800	10,600	11,770	13,125	20,000
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	48	15,310	23,000	26,475	30,000	39,600
DIRECTOR OF DEVELOPMENT	48	10,300	20,000	23,500	27,825	43,500
DIRECTOR OF BUDGET	10	7,800	12,201	16,250	19,500	25,000
CONTROLLER	40	10,800	13,650	18,150	20,325	28,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	32	6,000	10,800	13,000	16,200	24,000
DIRECTOR OF PUBLIC RELATIONS	36	7,400	13,900	17,605	19,500	30,600
ALUMNI SERVICES DIRECTOR	43	5,600	10,000	12,273	14,052	24,000
DIRECTOR OF INFORMATION	22	9,850	11,000	12,850	15,825	23,000
LIBRARIAN (HEAD)	49	10,300	14,700	17,300	19,675	27,300
DIRECTOR OF AUDIO-VISUAL SERVICES	14	8,400	10,200	12,000	15,582	19,500
DIRECTOR OF EVENING SCHOOL	11	3,870	12,737	16,500	17,525	23,800
DIRECTOR OF SUMMER SESSION	7	13,320	---	16,700	---	20,500
DIRECTOR OF ATHLETICS	43	9,800	13,612	15,600	18,850	35,000
HEAD FOOTBALL COACH	18	10,700	11,950	14,000	15,550	19,000
HEAD BASKETBALL COACH	30	9,500	11,700	12,675	14,175	22,000

TABLE 44.--PUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC COLLEGES, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	40	$10,000	$21,988	$27,429	$28,008	$37,275
ASSISTANT TO THE PRESIDENT	66	8,700	13,094	15,849	18,627	27,525
PLANNING VICE-PRESIDENT OR DIRECTOR	26	16,570	21,291	23,018	24,792	30,000
DIRECTOR OF ORGANIZED RESEARCH	6	16,838	...	21,168	...	24,660
DIRECTOR OF INSTITUTIONAL RESEARCH	58	5,500	14,750	18,249	20,650	28,008
PROVOST OR ACADEMIC VICE-PRESIDENT	61	16,044	23,000	25,500	28,008	34,800
DEAN OF ADMINISTRATION OR INSTRUCTION	79	16,621	20,875	22,476	24,629	35,275
DEAN OF THE COLLEGE	62	14,315	20,720	22,464	23,965	35,275
STUDENT PERSONNEL SERVICES DIRECTOR	135	8,424	16,483	19,000	22,817	30,240
DEAN OF MEN	64	8,850	12,000	13,920	15,685	22,820
DEAN OF WOMEN	73	8,050	11,808	13,350	15,824	21,377
DIRECTOR OF ADMISSIONS	108	8,400	12,300	15,166	18,540	23,352
REGISTRAR	125	5,800	12,057	14,000	16,175	25,500
DIRECTOR OF STUDENT PLACEMENT	91	7,000	11,741	14,206	17,167	25,500
DIRECTOR OF STUDENT TESTING AND COUNSELING	95	8,000	12,737	15,828	17,907	23,352
DIRECTOR OF STUDENT FINANCIAL AID	108	6,000	10,320	12,040	13,876	20,160
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	155	7,000	16,152	19,000	22,668	32,640
DIRECTOR OF DEVELOPMENT	38	9,360	15,000	17,510	20,848	24,792
DIRECTOR OF BUDGET	27	7,610	13,170	14,340	17,556	24,180
CONTROLLER	49	8,900	12,896	14,640	16,233	23,040
DIRECTOR OF NON-ACADEMIC PERSONNEL	51	6,852	10,936	13,419	16,044	23,077
DIRECTOR OF PUBLIC RELATIONS	70	6,000	11,550	14,500	18,088	27,525
ALUMNI SERVICES DIRECTOR	38	5,553	9,550	11,447	13,125	16,336
DIRECTOR OF INFORMATION	53	7,680	9,986	13,500	16,044	25,500
LIBRARIAN (HEAD)	155	9,081	14,000	15,640	19,215	31,275
DIRECTOR OF AUDIO-VISUAL SERVICES	55	9,798	12,507	14,700	16,873	24,120
DIRECTOR OF EVENING SCHOOL	15	12,200	13,500	19,500	21,427	35,275
DIRECTOR OF EXTENSION	49	9,252	15,662	18,804	22,473	27,396
DIRECTOR OF SUMMER SESSION	10	12,810	16,682	20,032	23,632	35,275
DIRECTOR OF LABORATORY SCHOOL	31	7,100	11,823	14,907	18,200	21,500
DIRECTOR OF ATHLETICS	74	11,300	14,025	15,783	18,340	24,500
HEAD FOOTBALL COACH	55	9,500	11,585	12,840	14,805	20,172
HEAD BASKETBALL COACH	58	9,100	11,217	12,140	13,470	17,754

TABLE 45.--LARGE NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS OF 1,000 AND OVER, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	41	$ 7,468	$18,350	$23,500	$25,800	$32,000
ASSISTANT TO THE PRESIDENT	77	5,220	12,125	15,000	17,375	26,000
PLANNING VICE-PRESIDENT OR DIRECTOR	15	12,000	16,380	19,200	21,900	32,546
DIRECTOR OF ORGANIZED RESEARCH	7	15,873	...	18,000	...	26,400
DIRECTOR OF INSTITUTIONAL RESEARCH	29	6,000	11,925	15,188	16,800	28,668
PROVOST OR ACADEMIC VICE-PRESIDENT	95	12,500	19,385	22,200	26,125	34,500
DEAN OF ADMINISTRATION OR INSTRUCTION	59	7,658	17,649	20,000	23,000	31,000
DEAN OF THE COLLEGE	80	13,383	18,000	20,000	23,500	29,600
STUDENT PERSONNEL SERVICES DIRECTOR	165	10,200	14,310	16,008	18,530	28,750
DEAN OF MEN	102	6,000	10,321	12,600	15,000	20,500
DEAN OF WOMEN	111	5,350	10,175	11,500	13,262	21,000
DIRECTOR OF ADMISSIONS	193	5,555	12,156	14,000	15,975	26,834
REGISTRAR	195	5,555	11,000	12,337	14,300	25,612
DIRECTOR OF STUDENT PLACEMENT	125	5,300	9,125	10,800	12,800	20,000
DIRECTOR OF STUDENT TESTING AND COUNSELING	96	7,150	11,000	13,150	15,100	24,444
DIRECTOR OF STUDENT FINANCIAL AID	171	3,920	9,362	10,835	12,385	21,300
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	192	10,938	17,000	19,890	23,400	37,000
DIRECTOR OF DEVELOPMENT	183	8,500	15,575	18,500	21,525	40,000
DIRECTOR OF BUDGET	26	8,800	11,610	14,150	16,350	24,500
CONTROLLER	143	7,000	12,500	14,700	17,000	28,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	60	6,600	9,400	11,655	15,500	22,203
DIRECTOR OF PUBLIC RELATIONS	128	7,182	11,500	13,850	15,900	25,000
ALUMNI SERVICES DIRECTOR	155	4,283	9,333	11,500	13,125	19,788
DIRECTOR OF INFORMATION	88	6,000	9,500	11,000	12,500	18,400
LIBRARIAN (HEAD)	203	5,723	12,000	14,000	16,025	25,612
DIRECTOR OF AUDIO-VISUAL SERVICES	75	3,996	8,475	10,150	12,525	29,227
DIRECTOR OF EVENING SCHOOL	40	1,000	12,900	14,500	18,031	21,500
DIRECTOR OF EXTENSION	9	10,275	...	13,500	...	20,900
DIRECTOR OF SUMMER SESSION	12	1,000	4,000	17,250	19,800	21,720
DIRECTOR OF ATHLETICS	146	6,324	12,650	14,495	16,330	28,000
HEAD FOOTBALL COACH	47	5,954	11,525	13,010	14,050	22,525
HEAD BASKETBALL COACH	80	8,700	10,790	11,900	13,240	19,980

TABLE 46.--MID-SIZE NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS OF 500-999, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	24	$11,847	$16,000	$20,000	$22,000	$45,000
ASSISTANT TO THE PRESIDENT	54	7,500	11,450	13,350	14,700	23,000
PLANNING VICE-PRESIDENT OR DIRECTOR	9	10,000	...	16,000	...	24,000
DIRECTOR OF INSTITUTIONAL RESEARCH	14	10,500	11,185	13,055	14,850	19,000
PROVOST OR ACADEMIC VICE-PRESIDENT	61	7,140	16,812	18,792	21,409	30,000
DEAN OF ADMINISTRATION OR INSTRUCTION	70	9,929	15,000	17,365	20,000	45,000
DEAN OF THE COLLEGE	83	9,929	16,000	18,200	21,000	29,400
STUDENT PERSONNEL SERVICES DIRECTOR	146	6,828	11,344	12,700	15,000	24,500
DEAN OF MEN	52	5,283	9,307	10,350	12,000	21,600
DEAN OF WOMEN	77	5,220	8,350	9,433	10,722	20,000
DIRECTOR OF ADMISSIONS	169	7,000	10,500	12,000	13,950	20,865
REGISTRAR	161	4,700	8,934	10,600	12,176	17,900
DIRECTOR OF STUDENT PLACEMENT	51	5,400	8,580	9,650	11,275	18,000
DIRECTOR OF STUDENT TESTING AND COUNSELING	46	7,000	9,300	10,954	12,250	18,600
DIRECTOR OF STUDENT FINANCIAL AID	127	3,000	7,370	9,036	10,670	13,900
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	187	8,751	13,475	15,700	18,762	30,500
DIRECTOR OF DEVELOPMENT	164	7,700	13,500	15,890	18,000	29,500
DIRECTOR OF BUDGET	8	9,167	...	11,525	...	20,000
CONTROLLER	70	6,900	9,675	11,830	14,625	21,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	14	7,100	8,000	9,625	11,900	17,000
DIRECTOR OF PUBLIC RELATIONS	111	4,200	9,054	11,000	12,750	19,500
ALUMNI SERVICES DIRECTOR	97	4,000	8,100	9,950	11,003	16,250
DIRECTOR OF INFORMATION	39	7,200	7,950	8,736	10,025	15,500
LIBRARIAN (HEAD)	178	6,012	10,300	12,000	13,175	22,050
DIRECTOR OF AUDIO-VISUAL SERVICES	28	5,600	7,800	9,200	10,132	16,585
DIRECTOR OF EVENING SCHOOL	5	6,000	...	9,276	...	12,000
DIRECTOR OF ATHLETICS	81	7,350	10,600	11,900	13,500	19,750
HEAD FOOTBALL COACH	33	7,480	10,200	11,800	12,425	16,250
HEAD BASKETBALL COACH	46	1,600	9,350	10,291	11,000	14,000

TABLE 47.--SMALL NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS UNDER 500, 1971-72

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
EXECUTIVE VICE-PRESIDENT	16	$ 9,000	$12,000	$15,300	$20,040	$30,000
ASSISTANT TO THE PRESIDENT	21	7,200	8,537	12,000	13,000	26,800
PLANNING VICE-PRESIDENT OR DIRECTOR	7	15,500	...	17,000	...	24,000
DIRECTOR OF INSTITUTIONAL RESEARCH	6	7,560	...	11,380	...	17,600
PROVOST OR ACADEMIC VICE-PRESIDENT	22	7,748	13,162	16,520	20,000	31,000
DEAN OF ADMINISTRATION OR INSTRUCTION	63	8,500	12,150	14,500	18,250	35,000
DEAN OF THE COLLEGE	38	6,720	11,096	15,000	19,750	33,000
STUDENT PERSONNEL SERVICES DIRECTOR	52	6,641	9,700	11,900	13,450	22,500
DEAN OF MEN	19	4,800	6,960	8,600	11,183	16,500
DEAN OF WOMEN	29	3,500	6,512	7,200	9,750	17,350
DIRECTOR OF ADMISSIONS	68	6,500	9,500	11,062	13,500	18,000
REGISTRAR	100	2,094	7,150	8,130	10,020	16,430
DIRECTOR OF STUDENT PLACEMENT	14	6,200	7,300	9,286	10,030	15,000
DIRECTOR OF STUDENT TESTING AND COUNSELING	15	6,700	7,950	9,900	10,428	13,980
DIRECTOR OF STUDENT FINANCIAL AID	31	5,250	7,028	8,500	10,000	14,100
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	109	6,525	10,075	12,150	15,970	27,000
DIRECTOR OF DEVELOPMENT	68	7,850	12,000	15,000	18,000	30,000
DIRECTOR OF BUDGET	7	9,000	...	12,600	...	17,500
CONTROLLER	27	6,000	8,756	11,620	14,500	18,200
DIRECTOR OF NON-ACADEMIC PERSONNEL	9	7,560	...	9,209	...	12,000
DIRECTOR OF PUBLIC RELATIONS	49	4,500	8,025	10,700	13,525	18,000
ALUMNI SERVICES DIRECTOR	30	5,720	7,815	9,450	11,350	20,000
DIRECTOR OF INFORMATION	11	7,200	7,700	9,375	9,925	12,500
LIBRARIAN (HEAD)	109	5,000	8,900	10,100	11,902	31,778
DIRECTOR OF AUDIO-VISUAL SERVICES	17	5,400	7,200	8,640	10,500	18,450
DIRECTOR OF EVENING SCHOOL	7	6,000	...	14,250	...	17,500
DIRECTOR OF ATHLETICS	22	6,780	7,842	9,601	10,662	14,000
HEAD BASKETBALL COACH	7	4,500	...	8,200	...	11,550

VII. SALARIES PAID TO INSTRUCTIONAL PERSONNEL IN 2-YEAR INSTITUTIONS

SALARIES PAID to full-time teachers in 2-year institutions during the 1971-72 session are reported in the following pages of this, the ninth in the biennial series of NEA Research Division studies of salary conditions in the 2-year junior and community colleges. The format established in 1955-56 is maintained, thus providing for year-to-year comparisons and the study of trends.

As observed among 4-year institutions, the distribution of the 2-year institutions by source of control and by region shown in Table 2 provides a background for interpreting the salaries paid to faculty in these institutions. For example, about one-fourth of the public 2-year institutions are in the Southeast. About 7 nonpublic 2-year institutions in 10 are in the three regions which border on the Atlantic Ocean while this geographic area contains only 4 public 2-year institutions in 10.

A review of the size characteristics of the 2-year institutions grouped by control also contributes to an improved understanding of the salary conditions in the two types of institutions. The average number of full-time teachers reported per public institution (83.1 persons) is about three times as large as the average number per nonpublic 2-year institutions (25.3 persons) which responded to this survey.

Faculty Salaries in Public 2-Year Institutions

Table 48 shows that 577 public 2-year institutions forwarded their 1971-72 salary reports. The median salary is $11,952. These figures may be compared with the number of institutions and the median salaries reported in previous surveys as follows:

Survey year	Number of institutions	Median salary	Percent of increase in salary over previous two years
1955-56 ..	174	$ 5,470	...
1957-58 ..	195	6,261	14.5
1959-60 ..	253	6,578	5.1
1961-62 ..	299	7,212	9.6
1963-64 ..	331	7,828	8.5
1965-66 ..	401	8,361	6.8
1967-68 ..	495	9,165	9.6
1969-70 ..	531	10,850	18.4
1971-72 ..	577	11,952	10.2

The range of salaries paid to full-time faculty in public 2-year colleges during 1971-72 is from below $6,000 to $24,000 or higher, exceeding the range of the closed intervals provided in the survey instrument. The interquartile range containing the middle 50 percent of faculty salaries in public 2-year colleges is almost $5,000, from $14,708 down to $9,911.

Of the 45,783 full-time teachers in the 577 reporting public 2-year colleges, only 4 percent receive salaries of $18,000 or above, and only 9.6 percent are at or above $17,000. The nine-month salary of 4.2 percent of the full-time teachers in public 2-year colleges is less than $8,000.

As in earlier years, wide differences appear in salaries paid among the geographic regions. In three regions the top salaries are at or above $22,000. The range of median salaries among the regions is about $5,100 with the highest ($14,967) in the Far West and the lowest ($9,837) in the Southeast.

The median of salaries in large public 2-year institutions ($13,253) exceeds the median in the small institutions ($10,002) by 32.5 percent.

Faculty Salaries in Nonpublic 2-Year Institutions

Teachers in nonpublic 2-year colleges receive substantially less than their counterparts in the public institutions. In the nonpublic institutions the current median salary is $8,856—$3,096 less than in the public 2-year colleges. Two years ago this gap was $2,660.

The number of institutions and the median salaries of teachers in nonpublic junior colleges in these surveys since 1955-56 are as follows:

Survey year	Number of institutions	Median salary	Two-year percent of increase
1955-56 ...	79	$3,613	...
1957-58 ...	76	4,016	11.1
1959-60 ...	106	4,710	17.3
1961-62 ...	141	5,074	7.7
1963-64 ...	153	5,719	12.7
1965-66 ...	152	6,407	12.0
1967-68 ...	153	7,211	12.5
1969-70 ...	119	8,190	13.6
1971-72 ...	101	8,856	8.1

The salaries of teachers in the 101 reporting nonpublic colleges range from the $18,000-$18,999 interval down to less than $6,000 (see Table 49). Only 4.5 percent receive $12,500 or more, and 25 percent receive $10,084 or more. Less than $6,000 is received by 4.0 percent of the teachers, and $7,812 or less is received by 25 percent.

Among the three regions reporting more than 300 nonpublic junior-college teachers each, the high median is $9,712, being paid in New England; the low, $8,179, in the Southeast. The first quartile of faculty salaries in New England ($8,738) exceeds the median of salaries in the Southeast.

Decile Distribution of Faculty Salaries

The deciles of salaries paid provide a summary of faculty salaries in public, nonpublic, and the total group of 2-year institutions which participated in the 1971-72 survey:

Percentile	Academic year salary, 2-year institutions		
	Public	Nonpublic	Total
90	$16,947	$11,381	$16,872
80	15,398	10,424	15,257
70	14,075	9,769	13,902
60	12,917	9,260	12,756
50 (Median)	11,952	8,856	11,758
40	11,071	8,486	10,884
30	10,291	8,056	10,113
20	9,543	7,559	9,376
10	8,696	6,695	8,531

This summary shows that the median salary of all faculty in 2-year institutions is $11,758, that the top 10 percent of salaries are at $16,872 or above, and that the lowest 10 percent of faculty salaries are $8,531 or lower. This shows also that an academic-year salary of $10,000 is exceeded by the salaries of more than 70 percent of faculty in public 2-year institutions, but it is not being equalled or exceeded by the salaries of more than 70 percent of the faculty in nonpublic 2-year institutions.

Faculty Salaries by Sex

Salary information by sex was reported for 41,517 faculty in public institutions and 2,196 faculty in nonpublic institutions. These represent 90.7 percent and 98.1 percent of all faculty salaries reported by these institutions, respectively. The median salary of women faculty in public institutions is 90.1 percent of the median salary of men faculty in these institutions. In nonpublic institutions the median for women faculty is 93.7 percent of the median for men faculty. Details about the distributions of salaries of men and women faculty in 2-year institutions are given in Tables 48 and 49, A and B, in Appendix D.

A review of the median salaries of men and women faculty and the percentages of faculty who are women in each region and enrollment classification of public 2-year institutions in 1971-72 is given below:

Group of institutions	Median salary		Percent of faculty who are women
	Men faculty	Women faculty	
All public institutions	$12,337	$11,118	31.2
New England region	11,509	10,561	29.8
Mideast region	13,046	12,618	31.5
Southeast	10,244	9,503	36.7
Great lakes region	12,580	11,542	31.2
Plains states	11,316	10,036	23.7
Southwest	10,394	9,858	34.5
Rocky mountain region	10,500	9,452	26.8
Far West region	15,648	14,462	28.0
Enroll 2,000 or more	13,668	12,397	31.3
Enroll 1,000 - 1,199	10,966	10,047	31.5
Enroll fewer than 1,000	10,450	9,452	30.4

Possible trends in the status of women faculty since 1959-60 in 2-year institutions may be estimated from a review of median women faculty salaries as a percentage of median men faculty salaries, the percentages of faculty who are women, and the percentages of all faculty salaries which are reported by sex, biennially between 1959-60 and 1965-66, and for 1971-72, as follows:

Session and type of institution	Median of women faculty salaries as percent of median for men	Percent of faculty who are women	Percent of faculty salaries which are reported by sex
Public Institutions			
1959-60	93.6	28.9	100.0
1961-62	93.0	27.7	92.1
1963-64	95.0	26.9	99.1
1965-66	93.2	27.2	94.9
1971-72	90.1	31.2	90.7
Nonpublic institutions			
1959-60	86.9	40.9	100.0
1961-62	89.4	40.0	100.0
1963-64	88.6	38.2	100.0
1965-66	91.7	37.0	100.0
1971-72	93.7	41.1	98.1

Institutional Medians

Tables 50 and 51 give an institutional picture of the salary structure in 2-year colleges. In these tables the institutions are distributed according to their median salaries paid. The institutional median salaries range from a high in the $17,500-$17,999 interval down to a low which is below $7,000 in public institutions, and from a high in the $11,000-$16,499 interval down below $7,000 in the nonpublic institutions.

The median of the public institutional median salaries is $10,663; of nonpublic, $8,857. These medians are lower than reported two years ago by 9.8 percent in public and by 11.6 percent in nonpublic institutions. In the Far West all but 15 of the 74 reporting public 2-year institutions have median salaries at or above $12,000. Median salaries which equal or exceed $12,000 are reported by only six of 130 institutions in the Southeast, by only one of 50 institutions in the Southwest, and by none of the 17 institutions in the Rocky Mountain region.

Median Percents of Annual Increases

The changes in salaries of 2-year college faculty continuing their employment in the same institution during each of the past two years are reviewed in Tables 52 and 53. Table 52 reviews by type of institution the pattern of salary increases from 1969-70 to 1970-71; Table 53 presents the increases from 1970-71 to 1971-72. About 22 percent of the responding institutions did not report information for the first of these two periods; about 13 percent did not report for the second year.

One institution reported a decrease between 1970-71 and 1971-72. The percent of institutions reporting no change in average salaries increased from 2.1 percent last year to 8.1 percent for the current session. The median percent of increase was smaller for the current session, 5.8 percent, than for the preceding session, 7.1 percent.

Between sessions the change most frequently reported is an increase of "5 but less than 6" percent: last year about 1 institution in 5 reported this change and this year it is reported by about 1 institution in 4. The proportion of institutions reporting no change or change of less than a 3-percent increase was 4.7 percent last year and 12.8 percent this year. The proportions of institutions reporting an increase of 10 percent or more was 21.3 percent last year and 10.8 percent this year.

This series of reports provides a general overview of salary changes in 2-year colleges since 1954-55. Owing to the increase in number of institutions reporting each year, the data are not entirely comparable. However, these median percents of change provide a general indication of the progress achieved during the period covered by these reports.

Period	Median of average percents of change in salaries paid to continuing faculty in 2-year institutions	
	Public	Nonpublic
1954-55 to 1955-56	5.5	5.9
1955-56 to 1956-57	5.9	6.1
1956-57 to 1957-58	8.4	6.9
1957-58 to 1958-59	5.4	5.9
1958-59 to 1959-60	5.7	6.8
1959-60 to 1960-61	4.9	6.2
1960-61 to 1961-62	5.9	7.2
1961-62 to 1962-63	5.3	5.7
1962-63 to 1963-64	5.5	5.4
1963-64 to 1964-65	5.6	5.8
1964-65 to 1965-66	5.9	6.5
1965-66 to 1966-67	6.1	6.2
1966-67 to 1967-68	8.1	7.2
1967-68 to 1968-69	7.4	6.5
1968-69 to 1969-70	8.7	7.0
1969-70 to 1970-71	7.3	6.2
1970-71 to 1971-72	5.9	5.5

Among public junior colleges the median percent of increase reported for this year has been exceeded during each of the preceding five periods, and in nonpublic institutions, during each of the preceding 7 periods.

TABLE 48.--PUBLIC 2-YEAR INSTITUTIONS. DISTRIBUTION OF SALARIES PAID TO FULL-TIME TEACHERS IN PUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND ENROLLMENT SIZE, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$24,000 OR MORE	...	193	...	...	...	...	...	6	161	37	1	199	.4
22,000-23,999 .	...	125	...	7	...	...	...	13	130	15	...	145	.8
20,000-21,999 .	3	99	2	106	...	...	...	24	206	24	4	234	1.3
19,000-19,999 .	4	129	2	128	...	1	...	48	281	23	8	312	1.9
18,000-18,999 .	22	251	8	144	9	...	...	493	823	82	22	927	4.0
17,000-17,999 .	27	420	26	221	6	32	...	1,863	2,260	285	54	2,595	9.6
16,000-16,999 .	59	558	56	407	114	93	...	1,753	2,544	35_	144	3,040	16.3
15,500-15,999 .	45	177	51	339	58	77	...	629	1,103	187	88	1,376	19.3
15,000-15,499 .	24	170	97	305	136	98	2	642	1,297	213	104	1,614	22.8
14,500-14,999 .	60	424	104	389	57	76	4	607	1,403	202	116	1,721	26.6
14,000-14,499 .	70	515	157	335	103	63	6	599	1,410	296	142	1,848	30.6
13,500-13,999 .	69	621	158	346	151	78	16	555	1,428	357	209	1,994	35.0
13,000-13,499 .	85	369	233	301	195	89	16	587	1,299	356	222	1,875	39.1
12,500-12,999 .	174	733	401	406	199	140	30	536	1,801	492	326	2,619	44.8
12,000-12,499 .	148	421	355	375	144	144	50	509	1,343	527	276	2,146	49.5
11,500-11,999 .	220	480	426	393	268	254	69	436	1,448	581	517	2,546	55.0
11,000-11,499 .	168	464	629	363	232	272	97	433	1,480	661	517	2,659	60.8
10,500-10,999 .	240	526	691	331	272	423	113	362	1,496	791	671	2,958	67.3
10,000-10,499 .	148	473	876	346	262	461	75	334	1,340	898	737	2,975	73.8
9,500- 9,999 .	208	390	995	370	296	479	124	251	1,395	863	853	3,111	80.6
9,000- 9,499 .	166	393	1,070	315	234	530	120	138	1,149	931	886	2,966	87.1
8,500- 8,999 .	89	276	838	201	221	407	100	81	730	695	786	2,213	91.9
8,000- 8,499 .	100	131	863	116	173	277	70	50	435	639	706	1,780	95.8
7,500- 7,999 .	14	71	568	58	107	97	46	27	218	327	463	988	97.9
7,000- 7,499 .	2	20	312	42	43	28	29	12	100	126	262	488	99.0
6,500- 6,999 .	...	6	134	8	22	16	14	6	31	83	92	206	99.5
6,000- 6,499 .	...	4	75	...	15	6	3	7	22	40	48	110	99.7
BELOW $6,000 ...	1	1	65	1	36	9	5	21	33	33	73	139	100.0
TOTAL	2,146	8,640	9,192	6,353	3,351	4,090	989	11,022	27,366	10,110	8,307	45,783	100.0
CONTRIBUTED SERVICES	...	1	2	...	...	6	...	...	4	3	2	9	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE .	9,895	10,875	8,668	10,698	9,472	9,172	8,901	12,583	10,964	9,314	8,787	9,911	...
MEDIAN	11,313	12,953	9,837	12,817	10,994	10,213	9,933	14,967	13,255	10,765	10,002	11,952	...
THIRD QUARTILE .	12,803	15,219	11,324	15,113	12,978	11,623	11,220	16,852	15,802	12,896	11,649	14,708	...
HIGHEST INTERVAL	21,000	24,000+	21,000	23,000	18,500	19,500	15,250	24,000+	24,000+	24,000+	24,000+	24,000+	...
NUMBER OF INSTITUTIONS ..	34	72	142	78	68	60	17	106	190	148	239	577	...

TABLE 49.--NONPUBLIC 2-YEAR INSTITUTIONS. DISTRIBUTION OF SALARIES PAID TO FULL-TIME TEACHERS IN NONPUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTHEAST	GREAT LAKES	PLAINS	SOUTHWEST	ROCKY MOUNTAIN	FAR WEST	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11
$24,000 OR MORE	...	...	...	...	...	...	...	...	...	...
22,000-23,999 .	...	...	...	...	...	...	...	...	...	...
20,000-21,999 .	...	...	...	...	...	...	...	...	...	...
19,000-19,999 .	...	...	...	...	...	...	...	...	...	...
18,000-18,999 .	...	1	...	...	...	...	...	...	1	...
17,000-17,999 .	...	...	...	...	1	...	...	...	1	.1
16,000-16,999 .	1	1	...	...	3	...	...	...	5	.3
15,500-15,999 .	1	...	...	1	1	...	...	...	3	.4
15,000-15,499 .	...	2	1	...	2	...	...	...	5	.6
14,500-14,999 .	1	1	...	...	1	...	...	...	3	.8
14,000-14,499 .	7	2	...	5	1	...	...	...	15	1.4
13,500-13,999 .	6	5	...	3	3	...	...	...	17	2.1
13,000-13,499 .	9	7	5	...	3	...	...	...	24	3.2
12,500-12,999 .	10	7	...	7	7	...	...	...	31	4.5
12,000-12,499 .	24	13	3	6	6	...	...	...	52	6.7
11,500-11,999 .	19	15	2	8	8	...	...	1	53	9.0
11,000-11,499 .	33	20	12	16	18	2	...	...	101	13.3
10,500-10,999 .	51	19	29	23	7	5	...	1	131	18.9
10,000-10,499 .	66	32	39	17	14	3	...	1	172	26.2
9,500- 9,999 .	72	35	37	19	21	6	...	1	191	34.4
9,000- 9,499 .	76	48	86	20	16	28	...	...	274	46.1
8,500- 8,999 .	54	45	131	12	30	44	...	2	318	59.7
8,000- 8,499 .	57	49	106	8	27	24	...	1	272	71.3
7,500- 7,999 .	28	32	99	10	29	32	...	1	231	81.2
7,000- 7,499 .	17	23	102	4	10	8	...	2	166	88.3
6,500- 6,999 .	5	17	32	1	10	2	...	...	67	91.1
6,000- 6,499 .	1	8	77	1	20	6	...	1	114	96.0
BELOW $6,000 ...	1	18	65	...	4	6	...	...	94	100.0
TOTAL	539	396	826	161	242	166	0	11	2,341	100.0
CONTRIBUTED SERVICES	17	65	13	12	82	...	...	...	189	...
RANGE PAID										
LOWEST INTERVAL	-$ 6,000	-$ 6,000	-$ 6,000	$ 6,250	-$ 6,000	-$ 6,000	...	$ 6,250	-$ 6,000	...
FIRST QUARTILE .	8,738	8,010	7,159	9,106	7,784	7,805	...	7,438	7,812	...
MEDIAN	9,712	9,063	8,179	10,162	8,850	8,557	...	8,625	8,856	...
THIRD QUARTILE .	10,767	10,344	9,044	11,180	10,536	9,045	...	10,125	10,084	...
HIGHEST INTERVAL	16,500	18,500	15,250	15,750	17,500	11,250	...	11,750	18,500	...
NUMBER OF INSTITUTIONS ..	18	20	33	9	16	5	...	1	101	...

TABLE 50.--DISTRIBUTION OF PUBLIC 2-YEAR INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME TEACHERS FOR NINE MONTHS OF SERVICE, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$20,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
19,500-19,999	...	...	...	...	...	...	...	...	...	...	...	...	...
19,000-19,499	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999	...	1	...	...	...	...	...	...	...	...	...	...	...
17,000-17,499	...	1	...	...	...	...	...	...	...	1	...	1	.2
16,500-16,999	...	...	1	...	...	...	...	1	2	...	...	2	.6
16,000-16,499	...	1	...	...	...	...	...	7	7	...	1	8	2.2
15,500-15,999	...	1	...	1	...	...	...	7	6	1	1	8	3.8
15,000-15,499	...	5	...	4	2	...	...	5	4	3	...	7	5.2
14,500-14,999	...	1	...	3	...	...	...	12	16	3	4	23	9.8
14,000-14,499	1	2	...	3	1	1	...	9	12	...	1	13	12.4
13,500-13,999	2	2	...	3	5	...	...	5	5	3	5	13	14.9
13,000-13,499	1	1	...	5	5	...	...	4	5	4	7	16	18.1
12,500-12,999	...	6	3	5	3	...	...	3	7	4	4	15	21.1
12,000-12,499	6	8	2	7	2	...	...	3	10	3	7	20	25.1
11,500-11,999	5	10	4	4	8	1	1	5	14	11	13	38	38.2
11,000-11,499	4	4	2	5	2	3	2	2	8	8	8	24	43.0
10,500-10,999	7	12	7	8	3	9	4	2	11	17	24	52	53.4
10,000-10,499	5	5	9	9	12	8	1	2	8	16	27	51	63.5
9,500- 9,999	1	6	31	6	9	8	5	3	9	21	39	69	77.3
9,000- 9,499	1	2	27	4	4	12	3	1	6	19	29	54	88.0
8,500- 8,999	...	1	18	1	3	6	1	...	...	3	27	30	94.0
8,000- 8,499	...	...	12	...	2	2	...	...	...	7	9	16	97.2
7,500- 7,999	...	...	9	...	...	...	...	...	...	2	7	9	99.0
7,000- 7,499	...	...	4	...	...	...	...	...	...	...	4	4	99.8
BELOW $7,000	...	...	1	...	...	...	...	...	...	...	1	1	100.0
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 TEACHERS	33	69	130	68	61	50	17	74	141	139	222	502	100.0

TABLE 51.--DISTRIBUTION OF NONPUBLIC 2-YEAR INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME TEACHERS FOR NINE MONTHS OF SERVICE, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$20,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
19,500-19,999	...	...	...	...	...	...	...	...	...	...	...	...	...
19,000-19,499	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999	...	...	...	...	...	...	...	...	...	...	...	...	...
17,000-17,499	...	...	...	...	...	...	...	...	...	...	...	...	...
16,500-16,999	...	...	...	...	...	...	...	...	...	...	...	...	...
16,000-16,499	...	...	...	...	...	...	...	...	...	...	...	...	...
15,500-15,999	...	...	...	...	...	...	...	...	...	...	...	...	...
15,000-15,499	...	...	...	...	...	...	...	...	...	...	...	...	...
14,500-14,999	...	...	...	...	...	...	...	...	...	...	...	...	...
14,000-14,499	...	...	...	...	...	...	...	...	...	...	...	...	...
13,500-13,999	...	...	...	...	...	...	...	...	...	...	...	...	...
13,000-13,499	...	...	...	...	...	...	...	...	...	...	...	...	...
12,500-12,999	...	...	...	...	...	...	...	...	...	...	...	...	...
12,000-12,499	...	...	...	...	...	...	...	...	...	...	...	...	...
11,500-11,999	...	...	...	...	...	...	...	...	...	...	...	...	...
11,000-11,499	1	...	...	1	1	...	...	...	...	...	3	3	3.3
10,500-10,999	1	1	...	1	...	...	...	...	...	1	2	3	6.7
10,000-10,499	2	2	...	1	2	...	...	...	...	2	5	7	14.4
9,500- 9,999	4	2	2	2	...	...	...	...	...	...	10	10	25.6
9,000- 9,499	5	4	5	1	2	1	...	...	...	3	15	18	45.6
8,500- 8,999	1	2	7	...	2	1	...	1	...	...	14	14	61.1
8,000- 8,499	...	2	5	...	2	2	...	...	...	1	10	11	73.3
7,500- 7,999	...	4	2	1	2	...	...	...	...	...	9	9	83.3
7,000- 7,499	...	1	4	...	...	...	...	...	1	...	4	5	88.9
BELOW $7,000	...	1	6	...	2	1	...	...	...	...	10	10	100.0
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 TEACHERS	14	19	31	7	13	5	...	1	1	7	82	90	100.0

TABLE 52. -- SALARY INCREASES, 1969-70 TO 1970-71 - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF CHANGE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS

PERCENT OF CHANGE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
DECREASE	...	...	...	...
NO CHANGE	9	2	11	2.1
INCREASE OF				
LESS THAN 1	1	...	1	.2
1 BUT LESS THAN 2 ..	2	2	4	.8
2 BUT LESS THAN 3 ..	7	2	9	1.7
3 BUT LESS THAN 4 ..	22	1	23	4.3
4 BUT LESS THAN 5 ..	24	3	27	5.1
5 BUT LESS THAN 6 ..	92	24	116	21.9
6 BUT LESS THAN 7 ..	57	11	68	12.8
7 BUT LESS THAN 8 ..	63	6	69	13.0
8 BUT LESS THAN 9 ..	50	7	57	10.8
9 BUT LESS THAN 10 ..	31	1	32	6.0
10 BUT LESS THAN 11 ..	34	8	42	7.9
11 BUT LESS THAN 13 ..	32	2	34	6.4
13 BUT LESS THAN 15 ..	11	1	12	2.3
15 BUT LESS THAN 20 ..	20	1	21	4.0
20 OR MORE	4	...	4	.8
TOTAL	459	71	530	100.1*
NOT INDICATED	118	30	148	
MEDIAN PERCENT OF CHANGE	7.3	6.2	7.1	

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 53. -- SALARY INCREASES, 1970-71 TO 1971-72 - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF CHANGE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS

PERCENT OF CHANGE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
DECREASE	1	...	1	.2
NO CHANGE	35	13	48	8.1
INCREASE OF				
LESS THAN 1	3	...	3	.5
1 BUT LESS THAN 2 ..	5	3	8	1.4
2 BUT LESS THAN 3 ..	14	2	16	2.7
3 BUT LESS THAN 4 ..	29	9	38	6.4
4 BUT LESS THAN 5 ..	57	4	61	10.3
5 BUT LESS THAN 6 ..	130	21	151	25.5
6 BUT LESS THAN 7 ..	63	13	76	12.8
7 BUT LESS THAN 8 ..	38	7	45	7.6
8 BUT LESS THAN 9 ..	54	6	60	10.1
9 BUT LESS THAN 10 ..	20	1	21	3.5
10 BUT LESS THAN 11 ..	29	...	29	4.9
11 BUT LESS THAN 13 ..	18	...	18	3.0
13 BUT LESS THAN 15 ..	4	1	5	.8
15 BUT LESS THAN 20 ..	11	...	11	1.9
20 OR MORE	1	...	1	.2
TOTAL	512	80	592	99.9*
NOT INDICATED	65	21	86	
MEDIAN PERCENT OF CHANGE	5.9	5.5	5.8	

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

VIII. SALARY-RELATED POLICIES IN 2-YEAR INSTITUTIONS

THE PRESENCE OF selected salary practices reported by 2-year institutions is summarized in this section. Also, updating the information reported in previous studies, this section contains a review of the presence and application of salary schedules in 2-year institutions. The levels of scheduled salaries and an analysis of the salary schedule provisions will be published separately within a few months.

Table 54 shows for each salary policy the number of institutions which report that (a) the policy is practiced and is documented in the salary schedule or in other materials, (b) the policy is practiced but the institution has not documented the policy, or (c) the policy is not practiced in the institution. The summaries in columns 7 and 9 of Table 54 show the total percentages of institutions and of faculty involved in each response category.

Qualifications required for initial appointment (academic preparation)–More than three-fifths of the institutions which employ about nine-tenths of faculty reported having documented specification of the minimum qualifications required for initial appointment to faculty status which includes academic preparation. This documented provision is more widely observed in public 2-year institutions (84.1 percent) than in the nonpublic institutions (68.2 percent). Only 3.5 percent of the 2-year institutions, employing only 2.0 percent of the faculty reported that they do not have a specification of academic preparation as a qualification for initial appointment to faculty status.

Qualifications required for initial appointment (teaching experience)–Specification relating to teaching experience as one of the qualifications required for initial appointment to faculty status is reported to be documented by 68.6 percent of the two-year institutions which employ 74.1 percent of all 2-year faculty. This policy is more prevalent among public 2-year institutions (72.0 percent) than among the nonpublic institutions (47.7 percent). About 1 in 6 of the 2-year institutions which employ a similar proportion of faculty reported that teaching experience is not specified as a qualification required for initial appointment to faculty status.

Qualifications for initial appointment to faculty status (other)–Documented specification of qualifications other than academic preparation and teaching experience is reported by about one-third of the 2-year institutions which employ about one-third of the faculty. These qualifications (research, personal qualifications, etc.) are more widely reported to be documented among the public institutions (34.7 percent) than among the nonpublic institutions (26.1 percent). Among both public and nonpublic institutions the documented policy is more prevalent in those having faculty ranks than in those not having faculty ranks. More than 2 in 5 of the 2-year institutions reported that they do not specify research, personal characteristics, etc., as qualifications required for initial appointment to faculty status.

A possible trend toward greater use of documented policies which specify each of the preceding types of qualifications being required for initial appointment is shown by the percentages of institutions indicating presence of such policies in previous studies of this series, as follows:

Type of qualification required for initial appointment, and session	Percent of institutions	Percent of faculty	Percent of public institutions
Academic preparation			
1967-68	71.9	83.1	79.8
1969-70	75.6	84.5	81.1
1971-72	81.9	89.0	81.4
Teaching experience			
1967-68	57.2	64.4	66.3
1969-70	64.5	75.3	70.0
1971-72	68.6	74.1	72.0
Other (research, personal qualifications, etc.)			
1967-68	26.3	28.2	22.9
1969-70	27.8	33.8	29.0
1971-72	33.5	35.7	34.7

Faculty salaries interrelated by index or ratio–About one-third of the 2-year institutions reported having a documented policy which provides that faculty salaries are interrelated by use of an index or ratio. These institutions employ about three-eighths of the faculty in 2-year institutions. This documented practice is most prevalent among the public institutions which do not have faculty ranks (45.2 percent). Only 27.4 percent of the public institutions with faculty ranks and 23.9 percent of the nonpublic institutions report having a document policy which provides for this practice. More than three-fifths of the insitutions which employ 3 faculty members in 5 reported this practice is not followed.

A possible trend toward increasing use of an index or ratio to inter-relate faculty salaries is shown by the percentages of institutions indicating documented presence of this policy in previous studies of this series, as follows:

Session	Percent of institutions	Percent of faculty	Percent of public institutions
1967-68	30.0	37.4	35.6
1969-70	32.5	34.5	36.5
1971-72	35.4	37.6	37.3

Objective provisions for salary increments–About seven of the 2-year institutions in 10 which employ about 8/10 of the faculty reported having a documented policy which describes in objective terms the basis on which salary increments are awarded (annual, service, etc.). This documented policy is reported by 73.2 percent of the public institutions and by only 55.7 percent of the nonpublic institutions. More than one-sixth of the 2-year institutions which employ about one-eighth of the faculty reported that their institutions do not describe in objective terms the basis on which salary increments are awarded.

Longevity increments–More than one-fourth of the 2-year institutions which employ more than one-third of the faculty report having a documented policy providing special salary increments for longevity. More than five 2-year institutions in 8 which employ an almost equal proportion of the faculty report that their institutions do not award special salary increments for longevity.

Extended-year contracts related to academic year by a formula–More than half of the 2-year institutions, employing almost 2 faculty members in 3, reported having a documented policy which provides that the salaries of faculty employed beyond the academic year (11 or 12 months, summer school) are related to the academic-year salary by a formula. This practice is more widespread among public institutions (62.4 percent) than among the nonpublic institutions (23.9 percent). About 3 institutions in 10 which employ slightly more than one-fourth of the faculty reported they either do not employ faculty beyond the regular academic year or they do not practice a policy which provides that the salary of persons employed beyond the academic year are related to the academic-year salary by a formula.

Special salary differentials–Less than 1 percent of the 2-year institutions which employ less than 1 percent of the faculty reported having a documented policy which provides for special salary differentials for men, married men, or persons with dependents.

Administrative salaries related to faculty salaries–More than one-fifth of the 2-year institutions which employ more than three-tenths of all faculty report having a documented policy which provides that administrative and supervisory staff salaries are related to faculty salaries by a formula or ratio. This documented policy is more widely reported among public institutions (24.2 percent) than among the nonpublic institutions (6.8 percent). Almost three-fourths of the institutions which employ more than three-fifths of the faculty reported that they do not follow a practice which provides that administrative and supervisory staff salaries are related to faculty salaries by a formula or ratio.

Formal procedure for communication between governing board and faculty–More than one-fourth of the institutions which employ almost three-eighths of the faculty in 2-year institutions reported having a documented policy which provides that on matters of faculty salary or welfare, a formal procedure is maintained by which representatives of the governing board or the administration agree to *confer* with faculty representatives. This policy is more widely reported among public institutions (31.2 percent) than among nonpublic institutions (14.7 percent). A policy specifying that the formal procedure include *negotiation* between representatives of the governing board or the administration and the faculty on matters of faculty salary or welfare is reported by 15.2 percent of the institutions which employ 20.0 percent of the faculty. All but one of the 95 institutions reporting the presence of a documented policy which provides for negotiation are public institutions. More than one-third of the institutions which employ almost one-fourth of the faculty report their institutions do not practice the policy which provides for conference or negotiation between representatives of the governing board or the administration on matters of faculty salary or welfare.

The following summary shows the evidence of a trend toward increasing use of documented policies providing a formal procedure for conferring or negotiating on matters of faculty salary or welfare:

Type of procedure and session	Percent of institutions	Percent of faculty	Percent of public institutions
Confer with faculty representatives			
1967-68	22.4	28.7	25.6
1969-70	25.8	33.2	28.6
1971-72	28.9	37.3	31.2
Negotiate with faculty representatives			
1967-68	8.4	14.0	10.7
1969-70	11.8	16.0	14.1
1971-72	15.2	20.0	17.5

Institutions without faculty ranks, salaries based, in part, on academic preparation–Among the 2-year institutions which do not have faculty ranks more than four-fifths of the institutions which employ about nine-tenths of the faculty reported having a documented policy which provides that differences in salaries paid are based, in part, on the level of academic preparation completed. This documented policy is more widespread among the public institutions (86.6 percent) than in the nonpublic institutions (54.2 percent). Only 3.5 percent of the selected institutions which employ only 2.0 percent of the faculty reported that they do not base differences in salaries, in part, on the level of academic preparation completed.

Institutions without faculty ranks, progress in salary related to academic preparation–More than three-fourths of the institutions which employ almost five-sixths of the faculty involved in the institutions which do not have faculty ranks reported practicing a documented policy which provides that progress toward higher salary for persons having a given academic preparation level (B.A., M.A.) depends upon completion of additional academic credit. This documented policy is more widely reported by public institutions (82.2 percent) than by the nonpublic institutions (44.7 percent) which do not have faculty ranks. Only 11.5 percent of the selected institutions which employ only 9.4 percent of the faculty report that they do not follow a policy which provides that progress toward higher salary for

persons having a given academic preparation level depends upon completion of additional academic credit.

Information from previous studies in this series shows increasing use of a documented policy which requires completion of additional credit for progress toward a higher salary level, particularly among the nonpublic institutions:

Session	Percent of institutions	Percent of faculty	Percent of public institutions
1967-68	71.6	82.5	84.9
1969-70	75.9	86.3	84.6
1971-72	77.0	82.7	82.2

Institutions with faculty ranks, qualifications for appointment or promotion—About five-sixths of the 2-year institutions which have faculty ranks reported having a documented policy which prescribes a level of academic preparation required for appointment or promotion to a given rank. These institutions employ 86.0 percent of the faculty in institutions having faculty ranks. About 1/10 of the institutions having faculty ranks, which employ a similar proportion of the faculty, reported that their institutions do not prescribe a level of academic preparation for appointment or promotion to a given rank.

Documented description of teaching experience as a requirement for appointment or promotion to a given rank is reported by almost three-fourths of the 2-year institutions which have faculty ranks. These institutions employ a similar proportion of faculty. No prescription of teaching experience is reported by almost one-fifth of the 2-year institutions (having faculty ranks) which employ almost one-fourth of the faculty.

Institutions with faculty ranks, salary differentials within ranks—Almost two-fifths of 2-year institutions which have faculty ranks reported having a documented policy which provides that salary differentials are maintained within ranks on the basis of level of academic preparation. These institutions employ almost half of all faculty employed in 2-year institutions which have faculty ranks. Almost half of the selected institutions reported that they do not maintain salary differentials within ranks on the basis of level of academic preparation; these institutions employ more than two-fifths of the faculty in institutions which have faculty ranks.

Institutions with faculty ranks, distribution among ranks—More than one-eighth of the 2-year institutions having faculty ranks reported having a documented policy which requires that assignment of a given rank depends on the proportion of the faculty already having the given rank. These institutions employ 19.2 percent of the faculty in 2-year institutions which have faculty ranks. Almost four-fifths of the institutions having faculty ranks, employing more than three-fourths of the faculty of institutions having faculty ranks, reported they do not practice the policy which provides that assignment of a given rank depends on the proportion of the faculty already having the given rank.

Salary Schedules

In the public schools the use of a formal salary schedule is quite general. It is common practice among practically all large school systems to adhere closely to well-defined and publicly announced schedules with stipulated provisions for the entry of new teachers and for step-by-step increments.

At the other extreme are the institutions which grant the 4-year or higher degree where salary schedules, if in effect at all, tend to be less specific in their provisions. In many instances, the 4-year universities and colleges do no more than start with an announced minimum and maximum for each rank.

In the use of salary schedules the 2-year institutions seems to occupy a middle place between the public schools and the 4-year institutions. Among the 577 reporting public 2-year colleges, those having official salary schedules predominate, 428 to 149 as shown in Table 55. Among the 101 reporting nonpublic junior colleges, the majority (52.5 percent) have no official salary schedule at this time. The total number of institutions contemplating the adoption of a salary scale is 4.6 percent of the institutions reporting.

Tables 56 and 57 show that 2-year institutions having salary schedules tend to adhere to them rather strictly. The same salary provisions are applied to all departments in 96.4 percent of the institutions having salary schedules. Also, only about 1/10 of the 2-year institutions having salary schedules reported that in order to obtain faculty in fields of scarcity it was necessary to offer a prospective faculty member a beginning salary higher than the schedule provides for a person with his qualifications. This practice was reported by 20.3 percent of the institutions in 1967-68 and by 17.6 percent in 1969-70.

TABLE 54. -- SELECTED SALARY PRACTICES IN 678 2-YEAR INSTITUTIONS HAVING AND NOT HAVING FACULTY RANKS, 1971--72

SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS: PUBLIC WITHOUT FACULTY RANKS	PUBLIC WITH FACULTY RANKS	NONPUBLIC WITHOUT FACULTY RANKS	NONPUBLIC WITH FACULTY RANKS	TOTAL NUMBER	TOTAL PERCENT	FULL-TIME FACULTY NUMBER	FULL-TIME FACULTY PERCENT
1	2	3	4	5	6	7	8	9
1. QUALIFICATIONS SPECIFIED FOR INITIAL APPOINTMENT TO FACULTY STATUS INCLUDE -								
(A) ACADEMIC PREPARATION								
PRACTICED AND DOCUMENTED	245	211	32	28	516	81.9	42,375	89.0
PRACTICED, NOT DOCUMENTED	39	27	18	8	92	14.6	4,302	9.0
NOT PRACTICED	17	3	2	...	22	3.5	960	2.0
NOT INDICATED	31	4	6	7	48		2,839	
(B) TEACHING EXPERIENCE								
PRACTICED AND DOCUMENTED	206	184	20	22	432	68.6	35,293	74.1
PRACTICED, NOT DOCUMENTED	39	28	19	8	94	14.9	5,073	10.6
NOT PRACTICED	56	29	13	6	104	16.5	7,271	15.3
NOT INDICATED	31	4	6	7	48		2,839	
(C) RESEARCH, PERSONAL QUALIFICATIONS, ETC.								
PRACTICED AND DOCUMENTED	68	120	9	14	211	33.5	16,996	35.7
PRACTICED, NOT DOCUMENTED	82	41	22	9	154	24.4	9,651	20.3
NOT PRACTICED	151	80	21	13	265	42.1	20,990	44.1
NOT INDICATED	31	4	6	7	48		2,839	
2. FACULTY SALARIES ARE INTERRELATED BY USE OF AN INDEX OR RATIO -								
PRACTICED AND DOCUMENTED	136	66	13	8	223	35.4	17,923	37.6
PRACTICED, NOT DOCUMENTED	14	4	3	2	23	3.7	1,224	2.6
NOT PRACTICED	151	171	36	26	384	61.0	28,490	59.8
NOT INDICATED	31	4	6	7	48		2,839	
3. THE BASIS ON WHICH SALARY INCREMENTS ARE AWARDED IS DESCRIBED IN OBJECTIVE TERMS (ANNUAL, SERVICE, ETC.)								
PRACTICED AND DOCUMENTED	244	153	27	22	446	70.8	38,107	80.0
PRACTICED, NOT DOCUMENTED	27	25	14	9	75	11.9	3,665	7.7
NOT PRACTICED	30	63	11	5	109	17.3	5,865	12.3
NOT INDICATED	31	4	6	7	48		2,839	
4. SPECIAL SALARY INCREMENTS ARE AWARDED FOR LONGEVITY -								
PRACTICED AND DOCUMENTED	111	53	13	10	187	29.7	16,313	34.2
PRACTICED, NOT DOCUMENTED	12	11	7	3	33	5.2	1,632	3.4
NOT PRACTICED	178	177	32	23	410	65.1	29,692	62.3
NOT INDICATED	31	4	6	7	48		2,839	
5. SALARIES OF FACULTY EMPLOYED BEYOND THE ACADEMIC YEAR (11 OR 12 MONTHS, SUMMER SCHOOL) ARE RELATED TO THE ACADEMIC-YEAR SALARY BY A FORMULA -								
PRACTICED AND DOCUMENTED	184	154	10	11	359	57.0	31,217	65.5
PRACTICED, NOT DOCUMENTED	34	21	11	9	75	11.9	3,824	8.0
NOT PRACTICED	83	66	31	16	196	31.1	12,596	26.4
NOT INDICATED	31	4	6	7	48		2,839	
6. SPECIAL SALARY DIFFERENTIALS ARE GIVEN TO MEN, MARRIED MEN, OR PERSONS WITH DEPENDENTS -								
PRACTICED AND DOCUMENTED	...	1	...	1	2	.3	56	.1
PRACTICED, NOT DOCUMENTED	1	1	...	1	3	.5	71	.1
NOT PRACTICED	300	239	52	34	625	99.2	47,510	99.7
NOT INDICATED	31	4	6	7	48		2,839	
7. ADMINISTRATIVE AND SUPERVISORY STAFF SALARIES ARE RELATED TO FACULTY SALARIES BY A FORMULA OR RATIO -								
PRACTICED AND DOCUMENTED	69	62	4	2	137	21.7	14,903	31.3
PRACTICED, NOT DOCUMENTED	16	8	3	4	31	4.9	1,818	3.8
NOT PRACTICED	216	171	45	30	462	73.3	30,916	64.9
NOT INDICATED	31	4	6	7	48		2,839	

TABLE 54. -- SELECTED SALARY PRACTICES IN 678 2-YEAR INSTITUTIONS HAVING AND NOT HAVING FACULTY RANKS, 1971--72 (CONTINUED)

SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS: PUBLIC WITHOUT FACULTY RANKS	PUBLIC WITH FACULTY RANKS	NONPUBLIC WITHOUT FACULTY RANKS	NONPUBLIC WITH FACULTY RANKS	TOTAL NUMBER	TOTAL PERCENT	FULL-TIME FACULTY NUMBER	FULL-TIME FACULTY PERCENT
1	2	3	4	5	6	7	8	9
8. ON MATTERS OF FACULTY SALARY OR WELFARE, A FORMAL PROCEDURE IS MAINTAINED BY WHICH REPRESENTATIVES OF THE GOVERNING BOARD OR THE ADMINISTRATION AGREE TO -								
(A) CONFER WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	98	70	5	8	181	28.9	17,666	37.5
PRACTICED, NOT DOCUMENTED	62	35	14	7	118	18.8	8,503	17.9
NOT PRACTICED	76	89	30	20	215	34.3	10,648	22.5
(B) NEGOTIATE WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	53	41	1	---	95	15.2	9,465	20.0
PRACTICED, NOT DOCUMENTED	6	3	1	---	10	1.6	684	1.4
NOT PRACTICED	3	2	1	1	7	1.1	451	1.0
(C) NOT INDICATED	34	5	6	7	52		3,059	
9. DIFFERENCES IN SALARIES PAID ARE BASED, IN PART, ON THE LEVEL OF ACADEMIC PREPARATION COMPLETED -								
PRACTICED AND DOCUMENTED	253	N.A.	26	N.A.	279	82.1	20,414	89.2
PRACTICED, NOT DOCUMENTED	33	N.A.	16	N.A.	49	14.4	1,999	8.7
NOT PRACTICED	6	N.A.	6	N.A.	12	3.5	460	2.0
NOT INDICATED	40	N.A.	10	N.A.	50		2,894	
10. PROGRESS TOWARD HIGHER SALARY FOR PERSONS HAVING A GIVEN ACADEMIC PREPARATION LEVEL (E.G. B.A., M.A.) DEPENDS UPON COMPLETION OF ADDITIONAL ACADEMIC CREDIT -								
PRACTICED AND DOCUMENTED	240	N.A.	21	N.A.	261	77.0	18,984	82.7
PRACTICED, NOT DOCUMENTED	29	N.A.	10	N.A.	39	11.5	1,824	7.9
NOT PRACTICED	23	N.A.	16	N.A.	39	11.5	2,147	9.4
NOT INDICATED	40	N.A.	11	N.A.	51		2,812	
11. A PRESCRIBED LEVEL OF ACADEMIC PREPARATION IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	193	N.A.	28	221	84.0	20,444	86.0
PRACTICED, NOT DOCUMENTED	N.A.	10	N.A.	4	14	5.3	615	2.6
NOT PRACTICED	N.A.	25	N.A.	3	28	10.6	2,724	11.5
NOT INDICATED	N.A.	17	N.A.	8	25		926	
12. A PRESCRIBED NUMBER OF YEARS OF EXPERIENCE IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	166	N.A.	26	192	73.3	17,540	73.8
PRACTICED, NOT DOCUMENTED	N.A.	15	N.A.	5	20	7.6	893	3.8
NOT PRACTICED	N.A.	47	N.A.	3	50	19.1	5,341	22.5
NOT INDICATED	N.A.	17	N.A.	9	26		935	
13. SALARY DIFFERENTIALS ARE MAINTAINED WITHIN RANKS ON THE BASIS OF LEVEL OF ACADEMIC PREPARATION -								
PRACTICED AND DOCUMENTED	N.A.	86	N.A.	18	104	39.7	11,227	47.3
PRACTICED, NOT DOCUMENTED	N.A.	22	N.A.	9	31	11.8	2,031	8.6
NOT PRACTICED	N.A.	119	N.A.	8	127	48.5	10,467	44.1
NOT INDICATED	N.A.	18	N.A.	8	26		984	
14. ASSIGNMENT OF A GIVEN RANK DEPENDS ON THE PROPORTION OF THE FACULTY ALREADY HAVING GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	36	N.A.	3	39	14.9	4,544	19.2
PRACTICED, NOT DOCUMENTED	N.A.	13	N.A.	3	16	6.1	955	4.0
NOT PRACTICED	N.A.	178	N.A.	29	207	79.0	18,226	76.8
NOT INDICATED	N.A.	18	N.A.	8	26		984	

NOTE - ITEMS 9 AND 10 ARE FOR INSTITUTIONS WHICH DO NOT HAVE FACULTY RANKS. ITEMS 11 THROUGH 14 ARE FOR INSTITUTIONS WHICH HAVE FACULTY RANKS.

TABLE 55. -- OFFICIAL SALARY SCHEDULES - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING AN OFFICIAL SALARY SCHEDULE, FALL 1971

ITEM	PUBLIC	NONPUBLIC	TOTAL
1	2	3	4
INSTITUTIONS WITH OFFICIAL SALARY SCHEDULE	428	48	476
INSTITUTIONS WITH NO OFFICIAL SALARY SCHEDULE	149	53	202
INSTITUTIONS THAT CONTEMPLATE ADOPTING A SALARY SCHEDULE ...	15	16	31
INSTITUTIONS WITH NO SALARY SCHEDULE THAT DO NOT PLAN ADOPTION OF ONE	134	37	171

TABLE 56. -- EXTENT TO WHICH SALARY SCHEDULE PROVISIONS APPLY UNIFORMLY TO FULL-TIME TEACHERS IN ALL DEPARTMENTS IN 469 2-YEAR INSTITUTIONS, 1971-72

ITEM	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
SALARY PROVISIONS APPLY UNIFORMLY TO ALL DEPARTMENTS	408	44	452	96.4
HIGHER SALARIES ARE PROVIDED IN CERTAIN DEPARTMENTS	16	1	17	3.6
NUMBER OF INSTITUTIONS REPORTING	424	45	469	100.0
NOT INDICATING ..... WITH NO SALARY SCHEDULE	4 149	3 53	7 202	
TOTAL	577	101	678	

TABLE 57. -- DEVIATIONS FROM SALARY SCHEDULE TO OBTAIN TEACHERS IN FIELDS OF SCARCITY, 468 2-YEAR INSTITUTIONS, 19671-72

PRACTICE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
CANDIDATE WAS OFFERED A HIGHER SALARY THAN THE SCHEDULE PROVIDES	47	8	55	11.8
IT WAS NOT NECESSARY TO DEVIATE FROM THE SCHEDULE TO OBTAIN FACULTY IN FIELDS OF SCARCITY	377	36	413	88.2
NUMBER OF INSTITUTIONS REPORTING	424	44	468	100.0
NOT INDICATING ..... WITH NO SALARY SCHEDULE	4 149	4 53	8 202	
TOTAL	577	101	678	

IX. SELECTED STAFFING PRACTICES IN 2-YEAR INSTITUTIONS

REPORTED IN THIS SECTION are selected practices in 2-year institutions which influence the characteristics of faculty assignments in these institutions. These brief summaries may provide a general background for studying the salaries paid and salary practices in these institutions.

Academic Due Process and Tenure

Institutions were asked to respond to several questions about their policies and practices pertaining to academic due process and faculty tenure. The following paragraphs provide a brief summary of information given by 678 two-year institutions.

Academic Due Process—Responses of 585 institutions were distributed as follows to the question, "In this institution to whom is the protection of academic due process afforded?": all regular full-time faculty, 81.2 percent; only tenured faculty, 13.7 percent; no faculty, 5.1 percent. The percentages of the 45,146 faculty employed by the institutions reporting each response are as follows: academic due process is afforded to all regular full-time faculty, 84.8 percent; to only tenured faculty, 12.7 percent; to no faculty, 2.5 percent. Listed below are the percentages of 510 public institutions and of 75 nonpublic institutions which employ 43,166 and 1,980 full-time faculty, respectively, which reported each response to this question:

Group of institutions and provision of academic due process	Percent of institutions	Percent of faculty
Public institutions		
All regular full-time faculty	82.4	85.3
Only tenured faculty	13.9	12.7
No faculty	3.7	2.0
Nonpublic institutions		
All regular full-time faculty	73.3	74.6
Only tenured faculty	12.0	11.6
No faculty	14.7	13.7

Provision of tenure—Of the 678 institutions participating in the survey, 71.2 percent which employ 80.7 percent of the faculty responded affirmatively to the question, "May faculty in this institution acquire tenure (whose service may be terminated by the institution 'only for adequate cause, except in the case of retirement for age, or under extraordinary circumstances because of financial exigencies')?" Listed below are the percentages of 577 public institutions and 101 nonpublic institutions which employ 47,921 and 2,555 faculty, respectively, which reported that their faculty may acquire tenure:

Group of institutions	Percent of institutions	Percent of faculty
Public	74.7	82.0
Nonpublic	51.5	56.7

Percent of faculty having tenure—The number of full-time faculty having tenure was reported by 357 institutions which employ 33,447 faculty. As a whole, 54.3 percent of the faculty in the responding institutions have tenure this year (54.7 percent in public institutions and 42.7 percent in nonpublic institutions). In 25.8 percent of the institutions, which employ 22.8 percent of the faculty, less than 30.0 percent of the faculty have tenure. On the other hand, in 26.9 percent of the institutions, which employ 30.4 percent of the faculty, 70.0 percent or more of the faculty have tenure. Details about the distribution of institutions by the percentage of full-time faculty having tenure, with institutions grouped by control, are given in Table 58.

Explicitness of policy on tenure—471 institutions responded as follows to the question, "Which of the following best describes the institution policy on tenure?": unwritten tradition, 3.2 percent; written in general terms or refers to a national set of principles, 22.5 percent; and, written in explicit detail, 74.3 percent. The 39,251 full-time faculty employed by these institutions are distributed as follows on the basis of the institution's response: unwritten tradition, 1.1 percent; in general terms, 15.9 percent; and, written in explicit detail, 82.9 percent. Listed below are the percentages of 419 public institutions which employ 37,802 full-time faculty, and 52 nonpublic institutions which employ 1,449 faculty which reported each response to this question:

Group of institutions and explicitness of policy on tenure	Percent of institutions	Percent of faculty
Public institutions		
Unwritten tradition	2.1	0.8
Written in general terms or refers to a national set of principles	20.3	15.1
Written in explicit detail	77.6	84.1
Nonpublic institutions		
Unwritten tradition	11.5	10.2
Written in general terms or refers to a national set of principles	40.4	36.0
Written in explicit detail	48.1	53.8

Classifications of appointment status—Slightly more than two-thirds (67.9 percent) of the 2-year institutions gave a *negative* answer to the question, "May regular full-time faculty be appointed on other than either probationary or tenure status?" These institutions employ 62.1 percent of the 40,029 faculty. Listed below are the percentages of 424 public institutions and 52 nonpublic institutions which employ 38,580 and 1,449 faculty, respectively, which reported that regular full-time faculty may *not* be appointed on other than either probationary or tenure status:

Group of institutions	Percent of institutions	Percent of faculty
Public	69.1	62.5
Nonpublic	57.7	52.3

Termination date of probationary status specified—About three-fourths (74.8 percent) of the 456 institutions gave an affirmative answer to the question, "Upon appointment to probationary status is the faculty member given the specific date his probationary period will terminate?" These institutions employ 79.4 percent of the 39,175 faculty employed by the institutions which responded to this question. Listed below are the percentages of 409 public institutions which employ 37,878 faculty, and of 47 nonpublic institutions which employ 1,297 faculty, which reported that they provide upon appointment the specific termination date of the probationary status of an individual faculty member:

Group of institutions	Percent of institutions	Percent of faculty
Public	75.6	79.8
Nonpublic	68.1	69.5

Faculty involvement in tenure decisions—An affirmative response was given by 42.8 percent of 458 institutions to the question, "Is official action by the faculty, at one or more levels, required on all decisions about the acquisition of tenure?" The institutions giving an affirmative response employed 44.5 percent of the faculty in all responding institutions. Listed below are the percentages of 408 public institutions which employ 37,671 faculty, and 50 nonpublic institutions which employ 1,408 faculty, which reported that official action by the faculty, at one or more levels, is required on all decisions about acquisition of tenure:

Group of institutions	Percent of institutions	Percent of faculty
Public	43.6	44.9
Nonpublic	36.0	34.2

Academic Calendar

The most widely reported calendar among 2-year institutions is the two-semester academic year. As shown in Table 59, nearly three-fifths of the public institutions and about 7/10 of the nonpublic institutions reported having two semesters. The three-quarter division of the academic-year calendar is reported by more than one-fourth of the public 2-year institutions and by about one-tenth of the nonpublic.

Professorial Ranks

The classification of teaching staff members according to rank is an almost universal custom in 4-year colleges and universities. Again, practices of 2-year colleges are mixed between the characteristics of the secondary schools, having no ranks, and the characteristics of the institutions which grant the 4-year or higher degree. Professorial rank is reported to be used in 45.5 percent of the public 2-year colleges which employ 52.5 percent of the teachers, and in 46.2 percent of the nonpublic colleges which employ 47.7 percent of the teachers (details are in Table 60).

A limited review of trends in the use of professorial rank is provided in the six most recent biennial salary studies; this item of information was not included in earlier studies. The number and percent of public 2-year colleges having or planning to have faculty rank and the percents of teachers involved follow:

Session	Having professorial rank		
	Institutions		Teachers,
	Number	Percent	percent
1961-62	59	19.3	14.0
1963-64	104	31.3	36.7
1965-66	144	35.9	34.0
1967-68	203	44.2	45.4
1969-70	230	45.2	47.1
1971-72	245	45.5	52.5

Session	Considering professorial rank		
	Institutions		Teachers,
	Number	Percent	percent
1961-62	29	9.5	12.7
1963-64	19	5.7	5.4
1965-66	34	8.5	9.7
1967-68	40	8.7	8.0
1969-70	32	6.3	7.2
1971-72	27	5.0	2.9

The number of public institutions having faculty ranks has not increased as rapidly as in years prior to 1967-68, but the proportion of faculty employed in institutions which have faculty ranks has now reached a majority level. When combined with the institutions which report that they are considering the use of faculty ranks, about half of the institutions as well as faculty in public 2-year institutions may have an interest in the use of faculty ranks. Characteristics of the growth pattern at the 2-year institution level reduce the validity of any predictions of future use of this practice.

The number and percent of *nonpublic* 2-year colleges having and planning to have faculty rank as reported in these studies are as follows:

Session	Having professorial rank: Institutions, Number	Having professorial rank: Institutions, Percent	Having professorial rank: Teachers, percent
1961-62	25	15.7	16.1
1963-64	35	22.9	21.9
1965-66	37	24.3	28.1
1967-68	43	33.1	40.7
1969-70	49	45.0	46.9
1971-72	43	46.2	47.7

Session	Considering faculty rank: Institutions, Number	Considering faculty rank: Institutions, Percent	Considering faculty rank: Teachers, percent
1961-62	18	11.3	12.6
1963-64	15	9.8	8.9
1965-66	21	13.8	13.6
1967-68	16	12.3	8.9
1969-70	15	13.8	15.6
1971-72	8	8.6	9.3

The pattern of growth in the use of professorial rank among nonpublic 2-year colleges is similar to that of the public institutions, but in studies prior to 1969-70 the extent of use has been lower among nonpublic than among public institutions.

Part-Time Teachers

In this report a *part-time* teacher is defined as a *part-time* employee of the 2-year college. This excludes administrative officers who do some teaching.

The wide differences in the characteristics of 2-year institutions are reflected in the wide range of practices in the employment of part-time teachers as shown in Table 61. Among the institutions which reported using part-time teachers, more than half indicated they employ from 1 to 19 persons in these positions. The number of part-time teachers employed by a 2-year college ranges as high as 750 among the public and to 193 in the nonpublic institutions.

The following summary of the mean numbers of part-time teachers reported in earlier studies shows that the numbers of part-time teachers per institution is continuing to increase:

Year	Mean number of part-time teachers: Public	Mean number of part-time teachers: Nonpublic	Mean number of part-time teachers: Total
1955-56	27	7	20
1957-58	22	7	17
1959-60	29	10	23
1961-62	27	6	20
1963-64	32	7	24
1965-66	32	7	25
1967-68	36	10	29
1969-70	53	12	45
1971-72	55	10	49

Periods of Faculty Duty

Increasing interest in the expectations of the institution about faculty presence on the campus prompted a request that institutions report whether the institution requires that faculty members be present on campus for a specified number of days per year and/or hours per day, without reference to classroom and conference duties. The summary in Table 62 shows that about 4/10 of the public 2-year institutions (39.7 percent) and about one-eighth of the nonpublic 2-year institutions (13.9 percent) require the faculty to be on campus for a specified number of days per year. Among the institutions that reported the number of days required (86.9 percent of the public institutions and 42.9 percent of the nonpublic institutions that reported having the requirement), faculty are required to be on campus a median of 179 days in public institutions and 173 days in nonpublic institutions.

About one-fourth of the public 2-year institutions (27.2 percent) and almost one-sixth of the nonpublic 2-year institutions (15.8 percent) require the faculty members to be present on campus for a specified number of hours per day without reference to classroom and conference duties. Among the institutions that reported the number of hours each day they require the faculty to be on campus (about 9/10 of public institutions and about seven-eights of nonpublic institutions which reported having the requirement), the median is 6 hours in public institutions and 5 hours in nonpublic institutions.

Listed below are the percentages of institutions which reported in this series of surveys that their faculty are required to be on campus for a specified period:

Type of requirement and year	Percent of public institutions	Percent of nonpublic institutions
Days per year specified		
1967-68	52.4	32.0
1969-70	54.0	34.4
1971-72	39.7	13.9
Hours per day specified		
1967-68	40.1	28.1
1969-70	40.3	31.1
1971-72	27.2	15.8

Listed below are the median numbers of hours per day and days per year faculty are required to be on campus among the institutions reporting these requirements in this series of surveys:

Type of requirement and year	Median of public institutions	Median of nonpublic institutions
Days per year		
1967-68	180	170
1969-70	180	175
1971-72	179	173
Hours per day		
1967-68	6	7
1969-70	6	5
1971-72	6	5

TABLE 58. DISTRIBUTION OF 2-YEAR COLLEGES BY THE PERCENTS OF FULL-TIME FACULTY HAVING TENURE, BY TYPE OF INSTITUTIONS, 1971-72

	PUBLIC JUNIOR COLLEGES		NONPUBLIC JUNIOR COLLEGES		TOTAL JUNIOR COLLEGES	
	INSTITUTIONS	FACULTY	INSTITUTIONS	FACULTY	INSTITUTIONS	FACULTY
1	2	3	4	5	6	7
BELOW 10 PERCENT	21	1,335	3	113	24	1,448
	6.6	4.1	7.5	9.9	6.7	4.3
10 - 19	28	2,880	6	170	34	3,050
	8.8	8.9	15.0	15.0	9.5	9.1
20 - 29	28	2,939	6	180	34	3,119
	8.8	9.1	15.0	15.8	9.5	9.3
30 - 39	38	3,049	5	110	43	3,159
	12.0	9.4	12.5	9.7	12.0	9.4
40 - 49	37	2,911	3	93	40	3,004
	11.7	9.0	7.5	8.2	11.2	9.0
50 - 59	38	4,050	7	230	45	4,280
	12.0	12.5	17.5	20.2	12.6	12.8
60 - 69	40	5,179	1	28	41	5,207
	12.6	16.0	2.5	2.5	11.5	15.6
70 - 79	39	5,197	2	47	41	5,244
	12.3	16.1	5.0	4.1	11.5	15.7
80 - 89	26	3,442	3	74	29	3,516
	8.2	10.7	7.5	6.5	8.1	10.5
90 - 99	12	831	...	...	12	831
	3.8	2.6	...	...	3.4	2.5
100 PERCENT	10	497	4	92	14	589
	3.2	1.5	10.0	8.1	3.9	1.8
TOTAL	317	32,310	40	1,137	357	33,447
	100.0	99.9	100.0	100.0	99.9	100.0
NOT INDICATED	114	6,980	12	312	126	7,292
	26.5	17.8	23.1	21.5	26.1	17.9
MEAN PERCENT	50.8		44.6		50.1	
FIRST QUARTILE	30.4		20.4		28.6	
MEDIAN	50.7		40.9		50.0	
THIRD QUARTILE	72.0		62.7		71.4	
NUMBER OF FACULTY HAVING TENURE	17,676		486		18,162	

TABLE 59. -- TYPE OF ACADEMIC-YEAR CALENDAR REPORTED BY 623 2-YEAR INSTITUTIONS, 1971-72

ACADEMIC-YEAR CALENDAR	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
THREE QUARTERS	149	10	159	25.5
TWO SEMESTERS	302	61	363	58.3
TWO TRIMESTERS	23	2	25	4.0
OTHER	61	15	76	12.2
INSTITUTIONS REPORTING	535	88	623	100.0

TABLE 60. -- PROFESSORIAL RANKS - PUBLIC AND NONPUBLIC 2-YEAR COLLEGES MAINTAINING OR CONSIDERING ESTABLISHMENT OF FACULTY RANKS, FALL 1971

ITEM	PUBLIC 2-YEAR COLLEGES		NONPUBLIC 2-YEAR COLLEGES		TOTAL	
	NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS	NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS	NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS
1	2	3	4	5	6	7
INSTITUTIONS THAT HAVE ESTABLISHED FACULTY RANKS	245	23,615	43	1,094	288	24,709
INSTITUTIONS CONSIDERING ESTABLISHMENT OF FACULTY RANKS	27	1,325	8	213	35	1,538
INSTITUTIONS REPORTING NO PLANS FOR ESTABLISHING FACULTY RANKS	267	20,018	42	986	309	21,004
INSTITUTIONS NOT RESPONDING	38	2,963	8	262	46	3,225
TOTAL INSTITUTIONS	577	47,921	101	2,555	678	50,476

TABLE 61. -- PART-TIME TEACHERS - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING VARIOUS NUMBERS OF PART-TIME TEACHERS EMPLOYED, FALL 1971

NUMBER OF PART-TIME TEACHERS	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NONE	85	18	103	15.2
1-9 TEACHERS	132	52	184	27.1
10-19 TEACHERS	97	21	118	17.4
20-29 TEACHERS	42	6	48	7.1
30-39 TEACHERS	28	2	30	4.4
40-49 TEACHERS	19	1	20	2.9
50-74 TEACHERS	47	---	47	6.9
75-99 TEACHERS	24	---	24	3.5
100-149 TEACHERS	41	---	41	6.0
150-199 TEACHERS	18	1	19	2.8
200 OR MORE TEACHERS	44	---	44	6.5
NUMBER OF INSTITUTIONS REPORTING	577	101	678	99.8*
TOTAL NUMBER OF TEACHERS	31,972	1,029	33,001	
RANGE IN NUMBER OF PART-TIME TEACHERS EMPLOYED -				
LOW	0	0	0	
MEDIAN**	17	7	14	
MEAN**	55	10	49	
HIGH	750	193	750	

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

**MEDIANS AND MEANS ARE BASED ON COMPLETE DISTRIBUTION, NOT ON THE GROUP DISTRIBUTION SHOWN IN COLUMN 1.

TABLE 62. -- PERIODS OF FACULTY DUTY - NUMBER OF 2-YEAR INSTITUTIONS REQUIRING PRESENCE OF FACULTY ON CAMPUS FOR A SPECIFIED PERIOD WITHOUT REFERENCE TO CLASSROOM AND CONFERENCE DUTIES, 1971-72

INSTITUTION TYPE AND POLICY	NUMBER OF DAYS PER YEAR REQUIREMENT				NUMBER OF HOURS PER DAY REQUIREMENT			
	NUMBER OF INSTITUTIONS	LOW	MEDIAN	HIGH	NUMBER OF INSTITUTIONS	LOW	MEDIAN	HIGH
1	2	3	4	5	6	7	8	9
PUBLIC INSTITUTIONS								
FACULTY ARE NOT REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	348	XX	XX	XX	420	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	229	XX	XX	XX	157	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD - REQUIREMENT REPORTED	199	150	179	260	144	1	6	15
TOTAL INSTITUTIONS	577	XX	XX	XX	577	XX	XX	XX
NONPUBLIC INSTITUTIONS								
FACULTY ARE NOT REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	87	XX	XX	XX	85	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	14	XX	XX	XX	16	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD - REQUIREMENT REPORTED	6	150	173	195	14	1	5	8
TOTAL INSTITUTIONS	101	XX	XX	XX	101	XX	XX	XX

X. SUMMER EMPLOYMENT OPPORTUNITIES IN 2-YEAR INSTITUTIONS

MANY TEACHERS in 2-year institutions are not interested in or are not available to accept continued employment beyond the nine-month year because (a) they are new teachers who entered full-time service with limited preparation, (b) the contract of agreement calls for the continuation of advanced preparation during the summer, or (c) they are experienced teachers who feel the need for or are encouraged to seek further strengthening of their academic preparation or on-the-job experience.

Table 63 shows the distribution of institutions by the percentages of their full-time teachers who were also employed in the 1971 summer session. This shows that in many institutions the possibilities of summer employment at the institution are limited.

About nine-tenths (89.1 percent) of the reporting public 2-year colleges and about three-fifths (59.4 percent) of the reporting nonpublic 2-year colleges offered a summer session in 1971. The following shows the growth in the use of summer sessions, particularly in public 2-year institutions during the 12 years prior to 1969.

Summer	Percent of 2-year institutions having summer sessions		
	Public	Nonpublic	Total
1957	41.5	36.8	40.2
1959	59.8	45.8	55.6
1961	63.8	46.7	58.1
1963	70.7	52.6	65.0
1965	77.6	53.3	70.9
1967	85.1	60.8	79.4
1969	92.1	58.8	86.0
1971	89.1	59.4	84.7

The median percent of the regular full-time teachers employed in these sessions indicates that in the institutions offering summer employment about 3 teachers in 8 were so employed in their home institutions. This is slightly higher than the median of 34.5 percent so employed in 1969. The medians of these percentages have ranged between 29.6 percent and 37.5 percent in the six most recent biennial surveys (summer 1961 through summer 1971).

The length of the summer term (see Table 64) may be a factor contributing to limited summer employment opportunities for full-time teachers. Of the summer programs offered in 2-year institutions, the predominant length is six weeks (31.0 percent). Slightly less than one-fourth (23.5 percent) carry through eight weeks. About 3 in 10 summer sessions (31.8 percent) extend over a period greather than eight weeks.

The summer session salaries per month are paid at the same rate as during the academic year for either all or a majority of summer-school teachers in more than half of the 2-year institutions as shown in Table 65. The majority of the remaining institutions reported that their summer session salaries are lower than during the regular session for all or a majority of their summer-school teachers. The following is a summary of practices reported in the three most recent surveys:

Compared with the rate for the regular session, the summer rate is:	Percent of institutions		
	1967	1969	1971
Same	52.7	51.0	55.2
Lower	42.6	45.9	41.7
Higher	4.7	3.1	3.1

The summary in Table 66 provides a distribution of both the teaching hours per week and salary rate per month of the summer session as compared with the regular academic year. The predominant classification of time required for summer session teaching is the same as during the academic year, reported by 47.3 percent of the institutions reporting both types of information. More than two-thirds of the institutions which have the same class hours per week as during the regular session also pay the same rate of salary per month of summer session as during the regular academic session. The number of institutions having summer sessions which reported having the same teaching hours per week and the same salary rate as during the regular session represent more than 3 institutions in 10 that reported both comparisons; this is about the same as the 31.9 percent reported for summer of 1969. The summary shows that in one-fourth of the institutions (25.7 percent) the number of hours spent per week in class in the summer session is higher than during the regular session and the salary rate for summer session is either the same as or lower than during the regular academic year. This pattern was reported by 20.7 percent of the institutions for summer 1967 and by 23.6 percent of the institutions for summer 1969.

The various methods of computing compensation for summer-session teaching are shown in Table 67. Payment by credit hour is used more extensively than other measures. However, use of the credit hour and fraction of academic-year salary are each reported by more than one-third of the public institutions. A review of practices in public institutions in the most recent studies suggests a trend away from payment based on clock hours alone:

Method of payment	Percent of public institutions			
	1965	1967	1969	1971
By the clock hour	22.3	17.3	14.1	11.6
By the credit hour	26.9	34.7	33.5	36.3
By academic year	26.9	33.5	32.9	38.1
By combinations of these	23.9	5.8	8.7	5.7
By some other method	23.9	8.7	10.8	8.3
	100.0	100.0	100.0	100.0

The trend seems to be toward use of either credit hours taught or a fraction of the academic-year salary to determine faculty salaries for summer session teaching. Use of a combination of these two measures is reported by 2.6 percent the public institutions in 1971.

The practices of the nonpublic 2-year colleges are not as widely divergent as the practice among public junior colleges. The credit hour (58.9 percent) and a fraction of the academic-year salary (26.8 percent) are the most widely used methods of computing compensation among the nonpublic institutions.

TABLE 63. -- SUMMER EMPLOYMENT - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF FULL-TIME TEACHERS REGULARLY EMPLOYED DURING THE ACADEMIC YEAR WHO ALSO TAUGHT IN THE 1971 SUMMER SESSION

PERCENT OF FULL-TIME TEACHERS EMPLOYED IN THE 1971 SUMMER SESSION	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NONE EMPLOYED OR NOT INDICATED	46	9	55	9.6
LESS THAN 10	20	3	23	4.0
10-19	42	10	52	9.1
20-29	79	10	89	15.5
30-39	83	8	91	15.9
40-49	83	7	90	15.7
50-59	54	9	63	11.0
60-69	36	1	37	6.4
70-79	16	1	17	3.0
80-89	20	1	21	3.7
90-99	16	...	16	2.8
100	19	1	20	3.5
TOTAL OFFERING SUMMER SESSION	514	60	574	100.2*
TOTAL NOT OFFERING SUMMER SESSION	63	41	104	
TOTAL REPORTING	577	101	678	
PERCENT OFFERING SUMMER SESSION, 1971	89.1	59.4	84.7	
MEDIAN PERCENT OF FULL-TIME TEACHERS EMPLOYED IN THE 1971 SUMMER SESSION	38.5	28.5	37.5	

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 64. -- NUMBER OF WEEKS EMPLOYED IN SUMMER - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING NUMBER OF WEEKS OF SUMMER EMPLOYMENT, 1971

NUMBER OF WEEKS EMPLOYED IN SUMMER	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NOT INDICATED	8	...	8	1.4
3 WEEKS OR LESS	...	1	1	.2
4 WEEKS	4	5	9	1.6
5 WEEKS	37	6	43	7.5
6 WEEKS	155	23	178	31.0
7 WEEKS	16	1	17	3.0
8 WEEKS	126	9	135	23.5
9 WEEKS	9	5	14	2.4
10 WEEKS	55	10	65	11.3
11 WEEKS	43	...	43	7.5
12 WEEKS	47	...	47	8.2
13 WEEKS	8	...	8	1.4
14 WEEKS AND OVER	6	...	6	1.0
TOTAL INSTITUTIONS REPORTING	514	60	574	100.0

TABLE 65. -- SUMMER SESSION SALARIES - NUMBER OF 2-YEAR INSTITUTIONS REPORTING BASIS OF PAYMENT OF SALARIES FOR 1971 SUMMER SESSION AS COMPARED WITH ACADEMIC YEAR SALARIES, 554 INSTITUTIONS, 1971-72

BASIS OF PAYMENT	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
SAME RATE PAID DURING SUMMER AS DURING ACADEMIC YEAR TO				
ALL TEACHERS	239	18	257	46.4
MAJORITY OF TEACHERS	44	5	49	8.8
LOWER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO				
ALL TEACHERS	157	24	181	32.7
MAJORITY OF TEACHERS	47	3	50	9.0
HIGHER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO				
ALL TEACHERS	10	3	13	2.3
MAJORITY OF TEACHERS	2	2	4	.7
INSTITUTIONS REPORTING	499	55	554	99.9*
NOT INDICATED	15	5	20	

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 66. -- SUMMER TEACHING LOAD AND SALARY RATE - NUMBER OF INSTITUTIONS REPORTING EACH COMBINATION OF TEACHING LOAD AND SALARY RATE FOR 1971 SUMMER SESSION AS COMPARED WITH THE REGULAR ACADEMIC YEAR IN 533 2-YEAR COLLEGES, 1971-72

HOURS SPENT IN CLASS PER WEEK OF SUMMER SESSION COMPARED WITH ACADEMIC YEAR	SALARY RATE PER MONTH OF SUMMER SESSION TEACHING COMPARED WITH ACADEMIC YEAR**	NUMBER OF INSTITUTIONS		TOTAL	
		PUBLIC	NONPUBLIC	NUMBER	PERCENT
1		2	3	4	5
SAME	SAME	158	11	169	31.7
	LOWER	73	7	80	15.0
	HIGHER	3	...	3	.6
LOWER	SAME	49	5	54	10.1
	LOWER	68	9	77	14.4
	HIGHER	2	1	3	.6
HIGHER	SAME	68	4	72	13.5
	LOWER	56	9	65	12.2
	HIGHER	7	3	10	1.9
INSTITUTIONS REPORTING BOTH		484	49	533	100.0
INSTITUTIONS REPORTING LOAD ONLY		9	1	10	
INSTITUTIONS REPORTING SALARY ONLY		15	6	21	
NOT INDICATED		6	4	10	

**ALL OR MAJORITY OF TEACHERS

TABLE 67. -- SUMMER SESSION TEACHING - NUMBER OF 2-YEAR INSTITUTIONS REPORTING MEASURE USED TO DETERMINE FACULTY SALARIES, 549 INSTITUTIONS, 1971-72

MEASURE USED	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
CLOCK HOUR ONLY	57	3	60	10.9
CREDIT HOUR ONLY	179	33	212	38.6
FRACTION ONLY	188	15	203	37.0
CLOCK HOUR AND CREDIT	7	...	7	1.3
CLOCK HOUR AND FRACTION	8	...	8	1.5
CREDIT HOUR AND FRACTION	13	...	13	2.4
ALL THREE	...	...	...	...
OTHER	41	5	46	8.4
INSTITUTIONS REPORTING	493	56	549	100.1*
NOT INDICATED	21	4	25	

* PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

XI. SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 2-YEAR INSTITUTIONS

Tables 68 and 69 show the 1971-72 salaries paid to administrative officers in 2-year institutions. The public institutions reported 20 positions with sufficient frequency to justify calculation of medians and quartiles of salaries. The nonpublic institutions listed 12. As in the salary pattern for teachers, officials in the public 2-year colleges receive higher salaries than their counterparts in nonpublic 2-year colleges.

Public Institutions

The salaries paid to 523 *chief administrative officers* in public 2-year institutions range from $36,000 and over down to the $13,000-$13,499 interval, a median of $25,528. The chief administrative officer may be the president, dean, or director, not the superintendent of schools. An annual salary of $35,000 or more is paid to 5.0 percent of the chief administrators and 10.9 percent are paid $32,000 or higher. The median salary is an increase of 7.3 percent over the median of $23,788 observed among the salaries of 515 chief administrators two years ago.

For the second time information was requested about the presence and amounts contributed by the institution in selected areas of noncash compensation for selected administrative positions in 2-year colleges. The compensation areas are summarized to provide a general indication of the extent and impact of these benefits to persons in selected administrative positions.

The following shows the presence of specific types of noncash compensation reported for the position of *chief administrative officer* and the percentage of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 505 public institutions reporting	Average of the percents of annual salaries
Social security	56.8	1.7
Retirement	65.7	7.0
Insurance	68.7	1.3
Housing	17.2	6.1
Tuition; fees	10.5	0.9
Other (e.g., automobile)	10.9	11.1

The salaries are reported for 495 *chief student affairs officers* in public 2-year institutions whose median annual salary is $18,208. The chief student affairs officer may be identified as the dean or director of students. The salaries paid to this position range from the $35,000–$35,999 interval down to the $9,000-$9,499 interval. An annual salary of $26,000 or higher is paid to 7.5 percent of the chief student affairs officers in public 2-year institutions this year. The 1971-72 median salary is an increase of 11.8 percent over the median of $16,292 reported for 454 persons in this position in 1969-70.

The following shows the presence of specific types of noncash compensation reported for the position of *dean or director of students* and the percentage of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 471 public institutions reporting	Average of the percents of annual salaries
Social security	57.7	2.4
Retirement	66.5	6.8
Insurance	68.6	1.7
Housing	5.1	2.6
Tuition; fees	9.8	1.1
Other (e.g., automobile)	0.6	...

The salaries of the *chief librarian* are third most frequently reported with salary information forwarded for 466 persons this session. The salaries of chief librarians range from the $28,500-$28,999 interval down to the $7,000-$7,499 interval with a median of $12,558. An annual salary of $22,000 or higher is being paid to 4.9 percent of the chief librarians in public 2-year institutions. The median salary for 1971-72 is an increase of 12.3 percent over the median of $12,558 reported among 417 chief librarians in 1969-70.

The following shows the presence of specific types of noncash compensation reported for the position of *chief librarian* and the percentage of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 455 public institutions reporting	Average of the percents of annual salaries
Social security	58.5	3.0
Retirement	65.7	7.0
Insurance	66.4	2.0
Housing	3.5	1.5
Tuition; fees	10.3	1.6
Other (e.g., automobile)	0.2	...

The 1971-72 annual salary is reported for 427 *chief business officers* in public 2-year institutions. The title of this position may be business manager or director of business. The salaries range from $32,000-$32,999 down to $7,000-$7,499 with a median of $16,708. An annual salary of $25,000 or more is being paid to 5.2 percent of the chief business officers in public 2-year institution. The median salary is an increase of 14.2 percent over the median of $14,625 observed in 1969-70 among the salaries of 371 persons having this position.

The following shows the presence of specific types of noncash compensation reported for the position of *chief business officer* and the percentage of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 421 public institutions reporting	Average of the percents of annual salaries
Social security	56.3	2.6
Retirement	62.2	7.4
Insurance	65.3	1.7
Housing	6.2	2.8
Tuition: fees	10.2	1.4
Other (e.g., automobile)	1.0	9.2

Data for other positions are:

Position	Number reported	Median salary	2-year percent of increase
Academic dean or vice-president	274	$20,846	13.2
Registrar	288	14,083	13.6
Dean or director of guidance	255	15,417	17.7
Dean or director of technical-vocational education	257	17,596	7.0
Dean or director of evening or extended day sessions	228	16,909	8.9
Dean or director of admissions	233	14,958	9.8
Assistant or associate dean	159	18,964	10.9
Director of public relations	184	14,194	17.8
Dean or director of instruction	288	20,385	11.8
Director of athletics	138	14,500	12.1
Dean or director of adult education	144	15,563	16.2
Director of institutional research	117	17,250	12.6
Dean of women	39	16,375	27.6
Dean of men	33	17,750	10.9

Nonpublic Institutions

Salary information was reported for 74 *chief administrative officers* in nonpublic 2-year institutions. The salaries range from $34,000-$34,999 down to the $7,000-$7,499 interval with a median of $20,000. An annual salary of $28,000 or more is being paid to 9.5 percent of these chief administrative officers. The median salary in 1971-72 is an increase of 10.0 percent over the median of $18,188 reported in 1969-70 for 99 persons in this position.

The following shows the presence of specific types of noncash compensation reported for the position of *president* in nonpublic 2-year institutions and the percentage of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 80 nonpublic institutions reporting	Average of the percents of annual salaries
Social security	61.3	2.3
Retirement	62.5	8.0
Insurance	65.0	2.0
Housing	26.3	5.1
Tuition: fees	15.0	1.1
Other (e.g., automobile)	30.0	13.1

The median annual salary of 61 persons having the position of academic dean or vice-president for academic affairs (*chief academic officer*) in nonpublic 2-year institutions is $14,625. The median salary in 1971-72 is an increase of 10.0 percent over the median of $13,292 reported in 1969-70 for 79 persons in this position.

Salaries were reported for 70 persons having the position of *chief business officer* in nonpublic 2-year institutions. The median annual salary of $12,300 is an increase of 9.0 percent over the median of $11,286 reported in 1969-70.

The following shows the presence of specific types of noncash compensation reported for the position of *business manager or director* and the percentage of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 77 nonpublic institutions reporting	Average of the percents of annual salaries
Social security	67.5	3.4
Retirement	53.2	6.3
Insurance	59.7	2.5
Housing	11.7	2.2
Tuition: fees	13.0	7.7
Other (e.g., automobile)	7.8	11.3

The median annual salary of the *chief librarian* in nonpublic 2-year institutions in 1971-72 is $9,917 among 66

persons for whom salary information is reported. The median is an increase of 6.7 percent over the median of $9,295 reported in 1969-70.

The following shows the presence of specific types of noncash compensation reported for the position of *dean or director of libraries* and the percentages of annual salary which is added by the institutional contribution to the benefit. Data are not included for contributed personnel (not being paid full salary). See Appendix C.

Type of noncash compensation	Percent of 73 nonpublic institutions reporting	Average of the percents of annual salaries
Social security	61.6	4.2
Retirement	46.6	6.0
Insurance	57.5	2.1
Housing	11.0	3.5
Tuition: fees	12.3	11.0
Other (e.g., automobile)	6.8	8.4

The median salaries and the percent of increase in median salaries during the past two years of other widely reported administrative positions for which reasonably comparable data are available are as follows:

Position	Number reported	Median salary	2-year percent of increase
Academic vice-president or dean	61	$14,625	10.0
Dean or director of students	61	11,625	11.3
Registrar	51	9,063	0.7
Dean or director of admissions	57	10,938	7.1
Director of public relations	39	10,375	9.9
Dean or director of guidance	25	9,750	3.3
Dean of women	13	9,250	12.1
Director of athletics	17	10,375	8.3
Dean of men	9	9,875	11.3

TABLE 66 A.--ADMINISTRATIVE OFFICERS' SALARIES, PUBLIC, DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 523 PUBLIC 2-YEAR INSTITUTIONS, 1971-72

SALARY RANGE	CHIEF ADMINISTRATIVE OFFICER	ASSISTANT ADMINISTRATIVE OFFICER	ACADEMIC VICE PRESIDENT OR DEAN	DEAN OF STUDENTS	BUSINESS MANAGER	INSTRUCTION	DEAN OR DIRECTOR OF INSTITUTIONAL RESEARCH	DEAN OR DIRECTOR OF TECHNICAL-VOCATIONAL EDUCATION	EVENING SESSION	ADULT EDUCATION
1	2	3	4	5	6	7	8	9	10	11
$36,000 AND OVER	21	...	1	...	...	...	...	...	...	...
35,000-35,999	5	2	3	1	...	...	...	...	1	...
34,000-34,999	8	...	...	1	...	1	...	...	...	1
33,000-33,999	7	2	1	1	...	...	...	...	...	...
32,000-32,999	16	1	1	2	1	2	...	...	...	...
31,000-31,999	17	...	...	1	...	2	...	...	...	...
30,000-30,999	45	2	1	...	...	1	...	...	...	...
29,500-29,999	12	1	...	1	2	2	...	...	...	...
29,000-29,499	15	...	...	...	...	...	...	1	...	1
28,500-28,999	22	3	1	...	...	2	...	2	...	...
28,000-28,499	16	2	4	1	3	...	1	...	...	...
27,500-27,999	15	1	6	3	2	1	...	...	1	1
27,000-27,499	18	1	4	3	2	5	...	1	1	...
26,500-26,999	11	1	2	2	1	5	...	1	1	1
26,000-26,499	23	3	11	21	2	12	...	5	6	...
25,500-25,999	9	6	3	5	3	4	2	1	1	...
25,000-25,499	23	5	9	4	6	3	...	5	6	3
24,500-24,999	14	4	9	10	9	10	3	4	4	1
24,000-24,499	15	2	12	5	4	13	3	2	3	1
23,500-23,999	18	1	7	9	9	9	1	...	3	...
23,000-23,499	16	12	16	8	13	5	...	5	...	1
22,500-22,999	25	6	8	22	7	9	6	8	5	...
22,000-22,499	22	4	6	9	5	11	...	5	6	1
21,500-21,999	11	1	9	10	21	14	1	10	6	1
21,000-21,499	24	2	19	22	15	12	1	9	4	1
20,500-20,999	6	6	13	15	12	18	5	7	4	2
20,000-20,499	16	4	10	22	5	13	2	7	15	2
19,500-19,999	7	9	16	23	13	16	6	20	7	9
19,000-19,499	9	7	11	18	15	9	2	11	7	...
18,500-18,999	4	2	8	18	7	15	5	7	10	5
18,000-18,499	11	7	10	18	14	12	12	7	4	5
17,500-17,999	6	1	8	20	9	13	4	13	8	8
17,000-17,499	6	5	14	24	23	16	9	11	9	9
16,500-16,999	7	8	7	21	18	9	7	13	11	5
16,000-16,499	10	3	11	21	22	10	6	17	4	7
15,500-15,999	5	4	5	13	14	4	5	12	9	8
15,000-15,499	1	4	6	19	28	4	6	19	11	3
14,500-14,999	1	5	4	18	11	2	5	8	6	9
14,000-14,499	...	6	5	23	15	8	5	5	11	5
13,500-13,999	2	6	2	14	15	2	4	11	10	13
13,000-13,499	2	4	5	17	22	4	2	7	8	8
12,500-12,999	...	5	2	12	17	1	3	7	11	3
12,000-12,499	...	2	2	10	13	4	5	4	7	7
11,500-11,999	...	3	1	8	7	2	2	4	7	8
11,000-11,499	...	4	...	8	8	3	2	3	6	8
10,500-10,999	...	...	1	6	11	...	...	3	6	1
10,000-10,499	...	2	...	5	9	...	...	...	1	4
9,500- 9,999	...	1	...	...	4	...	...	1	3	2
9,000- 9,499	...	...	...	1	3	...	...	...	3	...
8,500- 8,999	...	...	...	...	1	...	2	1	...	...
8,000 -8,499	...	1	...	...	3	...	...	...	...	...
7,500- 7,999	...	...	...	...	1	...	...	...	...	...
7,000- 7,499	...	...	...	...	2	...	...	...	1	...
6,500- 6,999	...	...	...	...	...	...	...	...	...	...
6,000- 6,499	...	...	...	...	...	...	...	...	1	...
5,500- 5,999	...	...	...	...	...	...	...	...	...	...
5,000- 5,499	...	...	...	...	...	...	...	...	...	...
4,500- 4,999	...	...	...	...	...	...	...	...	...	...
4,000- 4,499	...	...	...	...	...	...	...	...	...	...
BELOW $4,000	...	...	...	...	...	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	523	161	274	495	427	288	117	257	228	144
FIRST QUARTILE	$ 22,063	$ 15,156	$ 17,719	$ 15,046	$ 13,692	$ 17,615	$ 14,925	$ 15,270	$ 13,650	$ 13,188
MEDIAN SALARY	$ 25,528	$ 19,528	$ 20,846	$ 18,208	$ 16,708	$ 20,385	$ 17,250	$ 17,596	$ 16,909	$ 15,563
THIRD QUARTILE	$ 29,510	$ 23,365	$ 23,964	$ 21,392	$ 20,927	$ 23,500	$ 19,646	$ 20,625	$ 20,333	$ 18,000

TABLE 68 a.--ADMINISTRATIVE OFFICERS' SALARIES, PUBLIC, DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 523 PUBLIC 2-YEAR INSTITUTIONS, 1971-72

SALARY RANGE	DIRECTOR OF GUIDANCE	DIRECTOR OF STUDENT TESTING	DEAN OF MEN	DEAN OF WOMEN	DIRECTOR OF ATHLETICS	DIRECTOR OF PUBLIC RELATIONS	DIRECTOR OF ADMISSIONS	CHIEF LIBRARIAN	REGISTRAR	ASSISTANT OR ASSOCIATE DEAN
1	2	3	4	5	6	7	8	9	10	11
$36,000 AND OVER	---	---	---	---	---	---	---	---	---	---
35,000-35,999	---	---	---	---	---	---	---	---	---	---
34,000-34,999	---	---	---	---	---	---	---	---	---	---
33,000-33,999	---	---	---	---	---	---	---	---	---	---
32,000-32,999	---	---	---	---	---	---	---	---	---	3
31,000-31,999	---	---	---	---	---	---	---	---	---	1
30,000-30,999	---	---	---	---	---	---	---	---	---	1
29,500-29,999	---	---	---	---	---	---	---	---	---	---
29,000-29,499	---	---	---	---	---	---	---	---	---	---
28,500-28,999	---	---	---	---	---	---	---	---	---	---
28,000-28,499	---	---	---	---	---	---	---	1	---	2
27,500-27,999	---	1	---	---	---	---	---	---	---	---
27,000-27,499	---	---	---	---	---	---	---	1	1	1
26,500-26,999	---	1	---	---	---	---	---	---	---	---
26,000-26,499	3	---	---	---	---	---	---	---	---	---
25,500-25,999	1	---	---	---	2	2	1	---	---	---
25,000-25,499	3	---	1	---	---	1	---	3	1	---
24,500-24,999	2	---	2	1	1	1	4	---	---	1
24,000-24,499	2	---	---	1	---	1	1	1	---	---
23,500-23,999	3	---	---	1	---	2	1	5	4	5
23,000-23,499	3	1	2	---	3	3	3	---	1	18
22,500-22,999	4	---	1	---	3	1	1	1	3	5
22,000-22,499	4	---	---	---	---	2	3	6	3	6
21,500-21,999	2	---	---	---	2	1	2	5	1	2
21,000-21,499	5	1	---	1	1	2	1	6	4	4
20,500-20,999	6	---	1	1	---	2	9	7	4	6
20,000-20,499	12	---	2	3	2	1	13	6	5	5
19,500-19,999	4	---	2	2	3	3	1	9	9	3
19,000-19,499	8	---	2	2	2	3	5	14	5	10
18,500-18,999	4	---	1	3	4	6	2	14	4	7
18,000-18,499	8	2	2	1	7	4	5	17	6	4
17,500-17,999	7	---	1	2	2	2	7	7	8	8
17,000-17,499	10	---	---	---	5	5	10	11	10	7
16,500-16,999	10	1	1	1	6	7	6	20	9	8
16,000-16,499	11	2	1	2	10	9	18	17	7	13
15,500-15,999	13	---	---	1	4	8	6	14	16	3
15,000-15,499	15	2	1	3	7	10	13	17	14	2
14,500-14,999	12	---	---	---	7	5	18	26	18	4
14,000-14,499	10	---	---	1	9	18	16	25	6	4
13,500-13,999	13	1	---	1	5	10	7	23	12	3
13,000-13,499	12	1	4	1	8	9	19	20	12	3
12,500-12,999	10	---	2	1	5	5	13	31	13	3
12,000-12,499	4	2	---	---	11	6	7	29	18	3
11,500-11,999	8	1	---	---	3	3	11	20	12	1
11,000-11,499	13	2	---	3	8	4	6	25	10	1
10,500-10,999	7	1	4	4	11	11	5	16	13	1
10,000-10,499	9	3	1	1	4	11	6	22	10	1
9,500- 9,999	10	5	1	---	4	7	2	15	5	2
9,000- 9,499	4	5	---	1	1	5	---	11	10	1
8,500- 8,999	2	---	---	---	---	3	---	8	6	1
8,000 -8,499	1	---	---	---	---	4	3	5	6	---
7,500- 7,999	---	---	1	---	---	2	2	2	3	---
7,000- 7,499	---	---	---	1	---	2	---	1	3	---
6,500- 6,999	---	---	---	---	---	2	1	---	3	---
6,000- 6,499	---	---	---	---	---	---	---	---	3	---
5,500- 5,999	---	---	---	---	---	---	1	---	1	---
5,000- 5,499	---	---	---	---	---	1	1	---	2	---
4,500- 4,999	---	---	---	---	---	---	---	---	1	---
4,000- 4,499	---	---	---	---	---	---	---	---	---	---
BELOW $4,000	---	---	---	---	---	---	---	---	---	---
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	255	32	33	39	138	184	233	466	288	159
FIRST QUARTILE	$ 12,788	$ 9,800	$ 12,813	$ 11,458	$ 12,159	$ 10,909	$ 13,007	$ 11,788	$ 11,300	$ 16,260
MEDIAN SALARY	$ 15,417	$ 11,500	$ 17,750	$ 16,375	$ 14,500	$ 14,194	$ 14,958	$ 14,100	$ 14,083	$ 18,964
THIRD QUARTILE	$ 18,781	$ 16,250	$ 20,188	$ 19,563	$ 17,083	$ 16,714	$ 17,768	$ 17,114	$ 17,150	$ 22,771

TABLE 69.A.--ADMINISTRATIVE OFFICERS' SALARIES, NONPUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 84 NONPUBLIC 2-YEAR INSTITUTIONS, 1971-72

SALARY RANGE	CHIEF ADMINISTRATIVE OFFICER	ASSISTANT ADMINISTRATIVE OFFICER	ACADEMIC VICE PRESIDENT OR DEAN	DEAN OF STUDENTS	BUSINESS MANAGER	DEAN OR DIRECTOR OF INSTRUCTION	INSTITUTIONAL RESEARCH	TECHNICAL-VOCATIONAL EDUCATION	EVENING ADULT SESSION	EDUCATION
1	2	3	4	5	6	7	8	9	10	11
$36,000 AND OVER	...	...	...	...	...	...	...	...	...	...
35,000-35,999	...	...	...	...	...	...	...	...	...	...
34,000-34,999	2	1	...	...	...	...	...	...	...	...
33,000-33,999	1	...	...	...	...	...	...	...	...	...
32,000-32,999	...	...	...	...	...	...	...	...	...	...
31,000-31,999	1	...	...	...	...	...	...	...	...	...
30,000-30,999	1	...	...	...	...	...	...	...	...	...
29,500-29,999	...	...	...	...	...	...	...	...	...	...
29,000-29,499	...	...	...	...	...	...	...	...	...	...
28,500-28,999	1	...	...	...	...	...	...	...	...	...
28,000-28,499	1	...	...	...	...	...	...	...	...	...
27,500-27,999	1	...	...	...	...	...	...	...	...	...
27,000-27,499	2	...	...	...	...	...	...	...	...	...
26,500-26,999	...	...	...	...	...	...	...	...	...	...
26,000-26,499	1	...	...	...	1	...	...	...	...	...
25,500-25,999	...	...	...	...	...	...	...	...	...	...
25,000-25,499	7	1	...	...	1	...	...	...	...	...
24,500-24,999	1	...	...	...	...	...	...	...	...	...
24,000-24,499	3	1	1	...	2	...	...	...	...	...
23,500-23,999	...	...	...	...	...	...	...	...	...	...
23,000-23,499	...	...	...	...	...	...	...	...	...	...
22,500-22,999	2	...	1	...	...	...	...	...	...	...
22,000-22,499	2	...	1	...	...	...	...	...	...	...
21,500-21,999	1	...	...	...	...	...	...	...	...	...
21,000-21,499	4	...	2	...	...	...	...	...	...	...
20,500-20,999	...	1	...	...	1	1	...	...	...	...
20,000-20,499	6	...	4	...	1	...	...	...	...	...
19,500-19,999	1	...	...	...	1	...	...	...	...	...
19,000-19,499	1	...	3	...	1	...	...	...	...	...
18,500-18,999	3	...	2	...	...	...	...	...	...	...
18,000-18,499	1	1	3	1	2	...	...	...	...	...
17,500-17,999	2	...	1	2	...	...	...	...	1	...
17,000-17,499	2	...	1	1	2	...	...	...	...	...
16,500-16,999	2	1	4	...	...	...	...	...	...	1
16,000-16,499	1	...	2	2	3	...	...	...	...	...
15,500-15,999	...	...	2	...	2	...	...	...	1	...
15,000-15,499	6	1	2	4	5	1	...	1	...	...
14,500-14,999	2	1	2	3	1	...	...	...	...	...
14,000-14,499	2	...	4	3	4	...	...	...	1	...
13,500-13,999	...	...	4	1	3	2	...	...	...	...
13,000-13,499	1	...	1	1	...	2	...	...	...	...
12,500-12,999	...	1	2	4	3	1	...	...	1	1
12,000-12,499	4	3	1	4	5	...	1	...	1	1
11,500-11,999	2	1	4	6	1	...	...	...	...	...
11,000-11,499	...	1	4	4	5	...	1	...	...	...
10,500-10,999	...	3	1	4	4	...	...	...	...	...
10,000-10,499	2	1	2	5	5	1	2	...	1	...
9,500- 9,999	2	3	1	3	2	...	...	...	...	...
9,000- 9,499	1	1	...	5	2	...	1	...	...	...
8,500- 8,999	...	...	2	1	2	...	...	...	...	...
8,000 -8,499	1	1	3	2	3	1	...	1	...	...
7,500- 7,999	...	...	...	2	2	...	1	...	...	...
7,000- 7,499	1	1	...	1	...	...	...	...	...	...
6,500- 6,999	...	...	1	1	...	...	...	...	...	...
6,000- 6,499	...	...	...	1	2	...	...	...	...	...
5,500- 5,999	...	...	...	...	2	...	...	...	...	1
5,000- 5,499	...	...	...	...	2	...	...	...	...	...
4,500- 4,999	...	...	...	...	...	...	...	...	...	...
4,000- 4,499	...	...	...	...	...	...	...	...	...	...
BELOW $4,000	...	...	...	...	...	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	74	24	61	61	70	9	6	2	6	4
FIRST QUARTILE	$ 15,042	$ 10,000	$ 11,656	$ 9,875	$ 10,050	...	...	...	...	...
MEDIAN SALARY	$ 20,000	$ 12,000	$ 14,625	$ 11,625	$ 12,300	$ 13,375	$ 10,250	...	$ 13,500	...
THIRD QUARTILE	$ 24,750	$ 16,000	$ 18,292	$ 14,125	$ 15,450	...	...	...	...	...

TABLE 69 B.--ADMINISTRATIVE OFFICERS' SALARIES, NONPUBLIC, DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 84 NONPUBLIC 2-YEAR INSTITUTIONS, 1971-72

SALARY RANGE	DIRECTOR OF GUIDANCE	DIRECTOR OF STUDENT TESTING	DEAN OF MEN	DEAN OF WOMEN	DIRECTOR OF ATHLETICS	DIRECTOR OF PUBLIC RELATIONS	DIRECTOR OF ADMISSIONS	CHIEF LIBRARIAN	REGISTRAR	ASSISTANT OR ASSOCIATE DEAN
1	2	3	4	5	6	7	8	9	10	11
$36,000 AND OVER	...	...	...	...	...	...	...	...	...	1
35,000-35,999	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...
33,000-33,999	...	...	...	...	...	...	...	...	...	...
32,000-32,999	...	...	...	...	...	...	...	...	...	...
31,000-31,999	...	...	...	...	...	...	...	...	...	...
30,000-30,499	...	...	...	...	...	...	...	...	...	1
29,500-29,999	...	...	...	...	...	...	...	...	...	...
29,000-29,499	...	...	...	...	...	...	...	...	...	...
28,500-28,999	...	...	...	...	...	...	...	...	...	...
28,000-28,499	...	...	...	...	...	...	...	...	...	...
27,500-27,999	...	...	...	...	...	...	...	...	...	...
27,000-27,499	...	...	...	...	...	...	...	...	...	...
26,500-26,999	...	...	...	...	...	...	...	...	...	...
26,000-26,499	...	...	...	...	...	...	...	...	...	...
25,500-25,999	...	...	...	...	...	...	...	...	...	...
25,000-25,499	...	...	...	...	...	...	...	...	...	...
24,500-24,999	...	...	...	...	...	...	...	...	...	...
24,000-24,499	...	...	...	...	...	...	...	...	...	...
23,500-23,999	...	...	...	...	...	...	...	...	...	...
23,000-23,499	...	...	...	...	...	...	...	...	...	...
22,500-22,999	...	...	...	...	...	...	...	...	...	...
22,000-22,499	...	...	...	...	...	...	...	...	...	...
21,500-21,999	...	...	...	...	...	...	...	...	...	...
21,000-21,499	...	...	...	...	...	...	...	...	...	...
20,500-20,999	...	...	...	...	...	...	...	...	...	...
20,000-20,499	...	...	...	...	...	...	...	...	...	...
19,500-19,999	...	...	...	...	...	2	...	...	...	...
19,000-19,499	1	...	...	...	...	...	1	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	1	...	...	...
17,500-17,999	...	...	...	...	...	...	...	...	...	...
17,000-17,499	...	...	...	...	...	...	...	...	...	...
16,500-16,999	...	...	...	...	...	...	...	...	...	...
16,000-16,499	...	...	...	1	...	...	4	...	...	...
15,500-15,999	...	...	...	...	...	...	...	1	...	...
15,000-15,499	...	...	...	...	...	...	...	...	...	...
14,500-14,999	1	...	...	...	...	2	1	...	...	...
14,000-14,499	...	...	...	...	...	1	1	1	2	...
13,500-13,999	...	...	...	...	2	...	4	...	1	...
13,000-13,499	2	...	1	...	1	1	2	1	...	...
12,500-12,999	1	...	...	...	1	2	1	2	4	1
12,000-12,499	1	...	...	1	1	2	4	6	2	1
11,500-11,999	...	...	...	...	...	...	3	1	1	...
11,000-11,499	3	...	1	1	2	3	6	6	3	1
10,500-10,999	1	...	1	...	1	4	4	5	5	...
10,000-10,499	2	...	1	...	2	2	3	8	2	1
9,500- 9,999	1	1	2	3	1	...	5	6	2	...
9,000- 9,499	3	...	1	1	...	5	3	6	4	...
8,500- 8,999	1	...	...	...	...	...	2	5	3	...
8,000 -8,499	4	...	...	1	2	4	4	6	4	...
7,500- 7,999	1	1	...	1	1	...	1	1	6	1
7,000- 7,499	...	1	...	...	...	2	1	3	2	...
6,500- 6,999	1	1	...	2	...	3	2	2	4	...
6,000- 6,499	1	...	1	...	1	1	3	1	1	...
5,500- 5,999	...	...	...	2	1	...	...	3	2	...
5,000- 5,499	...	...	...	...	1	1	...	1	2	...
4,500- 4,999	1	...	...	...	...	1	1	...	...	...
4,000- 4,499	...	...	...	...	...	1	...	...	...	...
BELOW $4,000	...	...	1	...	...	...	...	...	1	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	25	4	9	13	17	39	57	66	51	7
FIRST QUARTILE	$ 8,281	...	...	$ 6,813	$ 8,063	$ 8,094	$ 9,042	$ 8,458	$ 7,563	...
MEDIAN SALARY	$ 9,750	...	$ 9,875	$ 9,250	$ 10,375	$ 10,375	$ 10,938	$ 9,917	$ 9,063	$ 12,250
THIRD QUARTILE	$ 11,458	...	...	$ 9,958	$ 12,375	$ 12,563	$ 12,875	$ 11,208	$ 11,042	...

APPENDIX A. PERSONS ASSISTING IN THE COLLECTION OF DATA FOR THIS REPORT

Alabama–Clanton M. Williams, Alabama Commission on Higher Education
Arkansas–M. Olin Cook, Department of Higher Education
California–Terry Koenig, California State College System
Jane T. Cavenagh, Los Angeles Community Colleges
William W. Lewis, University of California
Connecticut–Kenneth K. Summerer, State Regional Community Colleges
Francis Degnan, Commission for Higher Education
Florida–Virginia W. Christy, Rod Hurley, Department of Education
Georgia–H. F. Robinson, University System of Georgia
Idaho–Kirk M. Sorensen, State Board of Education
Illinois–James E. Roth, Office of Superintendent of Public Instruction
Iowa–Charles R. Moench, Department of Public Instruction
Kansas–Max Bickford, Board of Regents
Kentucky–Larry D. Stanley, University of Kentucky Community College System
Maine–Madelyn D. Alexander, University of Maine
Maryland–B. K. Gustafson, Council for Higher Education
Massachusetts–Therese C. O'Connor, Board of Regional Community Colleges
Minnesota–Carl H. Yoder, Higher Education Coordinating Commission
Mississippi–C. Q. Coffman, Board of Trustees of Institutions of Higher Learning
Missouri–Don Lindenbusch, Commission on Higher Education
Dale C. Schatz, State Department of Education
Nebraska–James Todd, Board of Trustees of Nebraska State Colleges
New Jersey–Ken Wright, Community College Programs in Department of Higher Education
New Mexico–Donald S. Stuart, Board of Educational Finance
New York–Robert R. Wright, SUNY Office of Institutional Research
Robert Weingarten, CUNY Office of Data Collection and Evaluation
North Carolina–Margaret Allen, Board of Higher Education
Oklahoma–E. T. Dunlap, Oklahoma State Regents for Higher Education
Oregon–Donald K. Shelton, Oregon Community College Association
Pennsylvania–W. F. Christoffers, Pennsylvania State University
South Dakota–Richard D. Gibb, Connie Smith, Regents of Education
Tennessee–Jerry H. Rust, Jr., M. L. Mayhew, Higher Education Commission
Texas–Ray A. Fowler, Texas College and University System Coordinating Board
Virginia–Fred Snider, John Harris, Department of Community Colleges
Washington–Gilbert J. Carbone, State Board for Community College Education
West Virginia–Prince B. Woodard, Elwin Bresette, Board of Regents
Wisconsin–Roland J. Krogstad, Board of Technical & Adult Education

APPENDIX B. MAJOR ADMINISTRATIVE TITLES

The following are the major administrative titles which were listed in the questionnaire for institutions granting the 4-year or higher degree. Respondents were asked to use an additional page to list and report salary information for persons in positions not listed or to report more than one person having one of the pre-listed positions (e.g., persons on different campuses). For the distributions of salaries reported, see Tables 36 through 47.

President or Chancellor (chief administrative officer)
Executive Vice-President
Assistant to the President
Planning Vice-President or Director
Organized Research Vice-President or Director
Institutional Research Director
Academic Vice-President or Provost
Dean of Administration or Dean of Faculty or Dean of Instruction
Dean of the College (for colleges only)
Dean or Directors of Separately organized Schools and Colleges:
- Graduate
- Arts and Sciences
- Agriculture
- Business
- Dentistry
- Education
- Engineering
- Extension
- Fine Arts
- Forestry or Natural Resources
- Home Economics
- Journalism
- Law
- Medicine
- Music
- Nursing
- Pharmacy
- Physical Education
- Social Welfare
- Veterinary Medicine
- Other

Student Personnel Services Vice-President or Director (chief student affairs officer)
Dean of Men
Dean of Women
Dean or Director of Admissions
Registrar or Director of Registration
Dean or Director of Student Placement
Dean or Director of Student Testing and Counseling
Director of Student Financial Aid
Business Vice-President or Business Manager (chief business officer)
Development Vice-President or Director
Budget Officer or Director
Controller
Director of Non-Academic Personnel
Public Relations Vice-President or Director
Alumni Services Director
Director of Information
Director of Libraries or Chief Librarian
Director of Audio-Visual Services
Director of Evening School
Director of Extension
Director of Summer Session
Director or Principal of Laboratory School
Director of Athletics
Head Football Coach
Head Basketball Coach

APPENDIX C. NONCASH COMPENSATION

FOR THE SECOND TIME, in the present study institutions were requested to report the amount of the institutional contribution to each of several types of noncash compensation of the following administrative positions:

President or chancellor (chief administrative officer)
Director of Institutional Research
Dean of Men
Dean of Women
Dean or Director of Admissions
Registrar or Director of Registration
Dean or Director of Student Placement
Director of Libraries or Chief Librarian

The following are the instructions given for the reporting of each type of noncash compensation included in the summaries given in this report.

The basic principle of these calculations is that they should reflect the cost to the institution or to the supporting agency (such as to the state for a public institution) of providing the benefit.

Social Security–

Indicate by entering Yes or No whether incumbent of position is covered by Old Age and Survivors Insurance.

Retirement–

Report the actual cost of the employer's contribution to all retirement plans other than Social Security, but including the current annual cost of special deferred compensation arrangements designed for application during retirement. Exclude the employee's contribution to a tax-sheltered annuity plan (which should be included with "Salary 1971-72").

Insurance–

Report the actual direct cost of providing insurance for the individual. Include such coverage as group life insurance, travel and accident insurance, hospital insurance, medical insurance, surgical insurance, major medical insurance, Workmen's Compensation (if provided to the incumbent of the position) and long-term disability insurance. Also include in this section any contribution through other than an insurance plan for prolonged disability income payments to the individual, providing such payments do *not* arise from the accumulation of unused annual sick leave or vacation benefits.

Housing–

Report the actual cost of any individual housing benefit, or the amount of cash payment provided in lieu of free or subsidized housing. If house is institutionally owned, include such costs as loss on investment (at 5 percent), property insurance, grounds maintenance, repairs, and equipment replacement. Exclude here the cost of house servants, which should be reported under "Other Benefits."

Tuition and Fees–

Report the in-state tuition and fees normally charged to one full-time student if such benefits are normally available to the incumbent of such a position. It is not necessary for the individual to actually be receiving this benefit to have it reported.

Other Benefits–

Report the total actual cost to the institution or agency for all other benefits, such as:

- Automobile allowance, including the estimated cost of depreciation, insurance on the automobile, loss of interest on investment (at 5 percent), or rental cost, and estimated operating costs.
- Servants–at actual cost including the institutional portion of social security taxes and other benefits.
- Club dues–actual cost of dues and initiation fees paid in the name of the incumbent.
- Other additions to cash compensation at their annual institutional cost.
- *Do not include* such items as professional memberships, travel, reimbursement of direct expenses, service club membership expenses, and the like.

APPENDIX D. FACULTY SALARIES BY SEX

The tables in this Appendix parallel the tables in the report having the same numbers. The tables in the report include salaries of all faculty. The tables in this Appendix report salaries of faculty by sex.

TABLE 3A.--ALL RANKS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL TIME MEN INSTRUCTIONAL PERSONNEL IN 1,077 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	58	4	8	15	2	6	...	...	...	87	.07	6	.01
34,000-34,999	29	2	1	6	1	...	...	...	...	39	.10	...	.01
32,000-33,999	67	5	...	69	8	...	...	...	...	149	.22	...	.01
30,000-31,999	501	46	74	120	19	76	1	...	...	760	.86	77	.16
28,000-29,999	454	40	21	239	27	27	...	...	...	786	1.51	27	.21
26,000-27,999	804	78	20	372	62	32	8	1	13	1,336	2.63	54	.32
24,000-25,999	1,527	163	47	540	97	120	24	2	5	2,374	4.60	151	.61
23,000-23,999	1,038	112	48	332	85	69	40	2	3	1,615	5.95	114	.83
22,000-22,999	1,385	154	79	356	95	105	67	7	2	2,069	7.67	181	1.19
21,000-21,999	1,586	239	83	432	126	144	112	13	3	2,466	9.73	272	1.72
20,000-20,999	2,241	300	123	490	192	228	173	27	4	3,346	12.52	432	2.56
19,000-19,999	2,669	502	198	524	227	1,908	240	36	12	4,120	15.95	2,196	6.85
18,500-18,999	1,482	355	97	262	148	228	165	27	7	2,344	17.90	427	7.68
18,000-18,499	1,628	369	137	351	168	614	183	19	13	2,653	20.11	829	9.30
17,500-17,999	1,716	425	169	353	195	287	248	38	21	2,858	22.50	594	10.46
17,000-17,499	2,089	575	221	383	211	684	267	62	11	3,479	25.39	1,024	12.46
16,500-16,999	2,240	647	266	372	203	672	291	68	44	3,728	28.50	1,075	14.56
16,000-16,499	2,578	682	247	460	281	476	378	83	27	4,248	32.04	964	16.45
15,500-15,999	2,411	706	330	523	258	724	416	86	65	4,228	35.56	1,291	18.97
15,000-15,499	2,890	869	408	508	345	1,080	482	133	49	5,020	39.75	1,744	22.37
14,500-14,999	3,032	978	347	508	312	751	515	153	49	5,177	44.06	1,468	25.24
14,000-14,499	3,536	1,251	463	613	393	1,295	666	158	51	6,256	49.27	2,170	29.48
13,500-13,999	3,534	1,306	576	644	413	1,266	652	246	55	6,473	54.67	2,219	33.81
13,000-13,499	3,965	1,286	576	597	488	1,366	837	296	69	6,912	60.43	2,568	38.83
12,500-12,999	3,752	1,455	499	611	527	1,077	857	343	71	6,844	66.13	2,348	43.41
12,000-12,499	3,874	1,396	680	732	547	1,603	1,110	408	131	7,229	72.15	3,252	49.76
11,500-11,999	3,502	1,594	630	742	521	2,176	1,191	434	96	6,989	77.98	3,897	57.37
11,000-11,499	3,298	1,525	655	670	602	2,579	1,378	536	128	6,750	83.60	4,621	66.40
10,500-10,999	2,644	1,205	544	518	514	1,720	1,371	671	125	5,425	88.12	3,887	73.99
10,000-10,499	2,054	981	540	439	443	1,432	1,328	689	169	4,457	91.84	3,618	81.06
9,500- 9,999	1,198	731	407	241	312	1,012	1,081	626	145	2,889	94.24	2,864	86.65
9,000- 9,499	1,059	585	311	215	267	866	840	622	164	2,437	96.27	2,492	91.52
8,500- 8,999	810	390	239	146	138	531	518	414	126	1,773	97.71	1,589	94.62
8,000- 8,499	636	281	173	78	142	396	368	314	143	1,310	98.80	1,221	97.01
7,500- 7,999	342	177	51	35	44	188	178	202	112	649	99.34	680	98.33
7,000- 7,499	217	157	32	15	23	69	115	123	78	444	99.71	385	99.09
6,500- 6,999	136	12	3	4	17	4	49	31	42	172	99.86	126	99.33
6,000- 6,499	63	16	...	6	10	9	34	18	28	95	99.93	89	99.51
BELOW $6,000	50	14	1	6	2	14	37	77	123	73	100.00	251	100.00
TOTAL SALARIED INDIVIDUALS	67,100	21,613	9,304	13,527	8,465	25,834	16,220	6,965	2,184	120,009	100.00	51,203	100.00
CONTRIBUTED SERVICES	302	166	47	138	481	57	418	160	240	1,134	...	875	...
NUMBER OF INSTITUTIONS	81	65	60	31	57	173	222	214	174	294	...	783	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	12,099	11,280	11,019	12,182	11,170	11,042	10,314	9,452	8,579	11,756	...	10,429	...
MEDIAN	14,342	13,112	12,887	14,944	13,127	12,648	11,841	10,773	10,388	13,933	...	11,985	...
THIRD QUARTILE	17,621	15,501	15,308	19,216	16,055	15,473	14,166	12,586	12,697	17,069	...	14,543	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	35,000+	35,000+	31,000	27,000	27,000	35,000+	...	35,000+	...

TABLE 38.--ALL RANKS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL TIME WOMEN INSTRUCTIONAL PERSONNEL IN 1,087 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	1	...	1	...	...	...	...	...	...	2	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	44	6	1	...	...	16	...	...	...	51	.21	16	.10
28,000-29,999	5	...	2	3	...	5	...	...	...	10	.26	5	.13
26,000-27,999	13	4	2	4	...	4	1	...	...	23	.35	5	.16
24,000-25,999	89	16	5	9	2	16	3	...	1	121	.85	20	.29
23,000-23,999	43	3	1	5	1	11	3	1	...	53	1.07	15	.38
22,000-22,999	63	13	2	7	5	17	3	...	...	90	1.44	20	.51
21,000-21,999	64	22	5	17	2	30	9	1	...	110	1.89	40	.76
20,000-20,999	142	35	10	20	7	52	18	3	...	214	2.77	73	1.23
19,000-19,999	193	48	14	26	12	200	17	...	...	293	3.98	217	2.60
18,500-18,999	110	29	20	11	7	41	20	...	...	177	4.71	61	2.99
18,000-18,499	103	31	24	26	11	77	22	2	...	197	5.52	101	3.63
17,500-17,999	133	53	24	19	14	52	26	6	...	243	6.52	84	4.16
17,000-17,499	168	64	30	25	11	118	27	12	...	298	7.75	157	5.16
16,500-16,999	181	80	37	26	11	123	33	9	7	335	9.13	172	6.25
16,000-16,499	224	88	25	30	14	70	54	12	2	381	10.70	138	7.12
15,500-15,999	252	80	53	45	25	149	55	14	3	455	12.57	221	8.52
15,000-15,499	352	119	71	54	36	204	56	32	7	632	15.18	299	10.42
14,500-14,999	403	162	74	55	37	195	73	33	4	731	18.19	305	12.36
14,000-14,499	490	231	92	81	39	371	105	50	10	933	22.03	536	15.75
13,500-13,999	527	210	109	62	50	286	99	54	12	958	25.98	451	18.61
13,000-13,499	518	183	127	102	73	285	130	77	25	1,003	30.11	517	21.89
12,500-12,999	734	288	122	122	77	332	156	86	23	1,343	35.65	597	25.68
12,000-12,499	694	270	200	140	86	412	199	111	27	1,390	41.37	749	30.43
11,500-11,999	701	353	160	126	103	574	258	104	20	1,443	47.32	956	36.49
11,000-11,499	823	354	199	177	99	759	306	164	48	1,652	54.12	1,277	44.59
10,500-10,999	774	356	237	173	135	525	374	191	48	1,675	61.02	1,138	51.81
10,000-10,499	942	375	230	182	146	524	443	254	77	1,855	68.75	1,298	60.04
9,500- 9,999	703	404	230	163	116	470	413	250	61	1,616	75.41	1,194	67.61
9,000- 9,499	857	395	233	137	113	523	466	325	71	1,735	82.56	1,385	76.39
8,500- 8,999	726	354	187	119	111	431	361	308	93	1,497	88.72	1,193	83.96
8,000- 8,499	610	291	195	65	117	375	300	263	88	1,278	93.99	1,026	90.46
7,500- 7,999	363	201	80	45	49	158	215	232	88	738	97.03	693	94.86
7,000- 7,499	240	114	36	28	33	60	125	148	77	451	98.89	410	97.46
6,500- 6,999	91	31	19	13	9	29	36	46	39	163	99.56	150	98.41
6,000- 6,499	37	15	1	6	6	7	29	17	28	65	99.83	81	98.92
BELOW $6,000	28	8	...	3	2	18	43	47	61	41	100.00	169	100.00
TOTAL SALARIED INDIVIDUALS	12,441	5,286	2,858	2,128	1,559	7,519	4,478	2,852	920	24,272	100.00	15,769	100.00
CONTRIBUTED SERVICES	19	...	1	...	33	...	236	676	403	53	...	1,315	...
NUMBER OF INSTITUTIONS	84	67	61	31	57	173	222	214	178	300	...	787	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	$6,250	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	9,613	9,389	9,422	9,856	9,278	9,797	9,011	8,424	7,642	9,531	...	9,080	...
MEDIAN	11,519	11,140	10,960	11,367	10,787	11,421	10,283	9,580	8,925	11,303	...	10,625	...
THIRD QUARTILE	13,965	13,425	13,057	13,475	12,787	13,775	11,980	11,177	10,573	13,625	...	12,590	...
HIGHEST INTERVAL	35,000+	31,000	35,000+	29,000	25,000	31,000	27,000	23,500	25,000	35,000+	...	31,000	...

TABLE 44.--ALL RANKS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN INSTRUCTIONAL PERSONNEL IN 1,077 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	9	35	13	14	...	8	...	14	76	17	93	.05
34,000-34,999	2	4	11	13	1	2	...	6	32	7	39	.07
32,000-33,999	29	34	33	27	1	10	4	11	72	77	149	.16
30,000-31,999	86	495	74	92	30	19	10	31	697	140	837	.65
28,000-29,999	185	217	82	158	27	50	8	86	547	266	813	1.12
26,000-27,999	283	292	150	288	66	46	27	238	934	456	1,390	1.94
24,000-25,999	358	752	298	450	161	109	41	356	1,857	668	2,525	3.41
23,000-23,999	245	418	219	357	93	72	20	305	1,267	462	1,729	4.42
22,000-22,999	232	569	305	492	172	127	44	309	1,723	527	2,250	5.73
21,000-21,999	281	634	354	653	193	156	75	392	2,052	686	2,738	7.33
20,000-20,999	339	1,000	524	881	281	265	107	381	2,892	886	3,778	9.54
19,000-19,999	411	1,019	655	1,144	378	335	160	2,214	5,277	1,039	6,316	13.23
18,500-18,999	252	672	477	691	224	164	115	176	2,162	609	2,771	14.85
18,000-18,499	266	559	549	794	240	268	145	661	2,748	734	3,482	16.88
17,500-17,999	281	779	593	764	328	213	146	348	2,597	855	3,452	18.90
17,000-17,499	341	848	748	870	411	335	204	746	3,569	934	4,503	21.53
16,500-16,999	310	957	796	964	413	334	197	832	3,825	978	4,803	24.33
16,000-16,499	344	1,039	949	1,107	548	477	260	488	3,983	1,229	5,212	27.38
15,500-15,999	399	934	1,147	1,219	509	403	238	670	4,171	1,348	5,519	30.60
15,000-15,499	453	1,336	1,221	1,355	634	553	303	909	5,247	1,517	6,764	34.55
14,500-14,999	426	1,411	1,401	1,429	622	494	312	550	5,108	1,537	6,645	38.43
14,000-14,499	565	1,661	1,555	1,667	773	640	373	1,192	6,545	1,881	8,426	43.35
13,500-13,999	579	1,479	1,774	1,764	840	576	421	1,259	6,682	2,010	8,692	48.43
13,000-13,499	559	1,434	1,897	2,021	992	778	440	1,359	7,193	2,287	9,480	53.97
12,500-12,999	705	1,678	1,948	2,026	974	625	463	773	6,783	2,409	9,192	59.34
12,000-12,499	728	1,731	2,055	2,188	1,114	832	505	1,328	7,553	2,928	10,481	65.46
11,500-11,999	749	1,568	2,036	2,140	1,135	714	569	1,975	7,902	2,984	10,886	71.82
11,000-11,499	765	1,624	2,074	2,116	1,242	819	476	2,255	8,057	3,314	11,371	78.46
10,500-10,999	603	1,282	1,884	1,823	1,125	616	500	1,479	6,113	3,199	9,312	83.90
10,000-10,499	590	1,160	1,689	1,486	1,022	608	385	1,135	5,007	3,068	8,075	88.61
9,500- 9,999	336	879	1,315	1,074	889	462	275	523	3,348	2,405	5,753	91.97
9,000- 9,499	260	681	1,240	957	773	474	209	335	2,821	2,108	4,929	94.85
8,500- 8,999	145	433	863	657	562	287	142	223	1,970	1,342	3,312	96.79
8,000- 8,499	68	300	812	417	437	273	119	105	1,486	1,045	2,531	98.26
7,500- 7,999	46	110	459	204	200	150	90	70	758	571	1,329	99.04
7,000- 7,499	18	55	225	108	135	91	30	167	475	354	829	99.52
6,500- 6,999	8	27	109	43	54	28	18	11	155	143	298	99.70
6,000- 6,499	4	14	78	20	31	24	6	7	88	96	184	99.81
BELOW $6,000	19	35	66	69	83	28	8	16	79	245	324	100.00
TOTAL SALARIED INDIVIDUALS	12,279	30,155	32,678	34,542	17,713	12,465	7,445	23,935	123,851	47,361	171,212	100.00
CONTRIBUTED SERVICES	126	477	321	287	204	139	74	381	572	1,437	2,009	...
NUMBER OF INSTITUTIONS	95	205	227	203	144	74	34	95	379	698	1,077	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	11,639	11,799	10,849	11,420	10,608	11,046	11,083	11,424	11,538	10,572	11,261	...
MEDIAN	13,963	14,177	12,868	13,481	12,528	13,129	12,922	13,582	13,660	12,479	13,359	...
THIRD QUARTILE	17,837	17,465	15,421	16,509	15,222	15,843	15,401	17,195	16,678	15,529	16,391	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	34,500	35,000+	33,000	35,000+	35,000+	35,000+	35,000+	...

TABLE 48.--ALL RANKS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN INSTRUCTIONAL PERSONNEL IN 1,087 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	2	...	...	...	...	...	...	2	...	2	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	66	...	...	...	...	...	1	67	...	67	.17
28,000-29,999	2	11	1	1	...	...	...	...	12	3	15	.21
26,000-27,999	4	14	2	2	...	2	...	4	23	5	28	.28
24,000-25,999	7	108	4	8	2	2	...	10	126	15	141	.63
23,000-23,999	11	40	5	6	...	...	...	6	58	10	68	.80
22,000-22,999	18	65	3	13	1	1	1	8	95	15	110	1.07
21,000-21,999	15	69	5	38	5	4	1	13	121	29	150	1.45
20,000-20,999	24	178	18	36	9	8	2	12	239	48	287	2.16
19,000-19,999	47	143	17	95	28	10	4	166	455	55	510	3.44
18,500-18,999	22	125	15	47	10	10	...	9	200	38	238	4.03
18,000-18,499	22	73	27	69	17	19	4	67	235	63	298	4.78
17,500-17,999	30	142	33	69	17	8	4	24	262	65	327	5.59
17,000-17,499	44	141	46	84	32	26	7	75	380	75	455	6.73
16,500-16,999	42	166	66	83	27	23	6	94	421	86	507	7.99
16,000-16,499	49	179	78	94	38	29	14	38	407	112	519	9.29
15,500-15,999	58	154	108	148	48	38	16	106	534	142	676	10.98
15,000-15,499	66	326	131	169	50	44	16	129	746	185	931	13.30
14,500-14,999	81	395	158	178	60	61	33	70	834	202	1,036	15.89
14,000-14,499	109	521	204	255	68	86	26	200	1,184	285	1,469	19.56
13,500-13,999	127	353	229	280	97	79	24	220	1,132	277	1,409	23.08
13,000-13,499	109	321	257	351	112	111	41	218	1,113	407	1,520	26.88
12,500-12,999	210	631	304	383	128	112	61	111	1,476	464	1,940	31.72
12,000-12,499	180	447	397	452	180	158	77	248	1,576	563	2,139	37.06
11,500-11,999	193	481	444	471	186	157	71	396	1,788	611	2,399	43.05
11,000-11,499	208	539	538	546	254	199	115	530	2,135	794	2,929	50.37
10,500-10,999	216	488	631	568	246	208	107	349	1,892	921	2,813	57.39
10,000-10,499	249	577	709	629	335	206	118	350	2,071	1,102	3,173	65.32
9,500- 9,999	179	437	700	590	350	233	114	207	1,807	1,003	2,810	72.34
9,000- 9,499	160	499	849	619	398	293	112	190	2,008	1,112	3,120	80.13
8,500- 8,999	95	386	790	523	363	229	105	199	1,698	992	2,690	86.85
8,000- 8,499	66	245	815	436	323	207	108	104	1,471	833	2,304	92.60
7,500- 7,999	39	153	556	243	141	158	81	60	802	629	1,431	96.17
7,000- 7,499	25	73	342	126	115	97	24	59	450	411	861	98.32
6,500- 6,999	8	30	119	40	46	44	14	12	170	143	313	99.11
6,000- 6,499	...	12	58	14	19	38	3	2	60	86	146	99.47
BELOW $6,000	11	35	72	13	36	24	4	15	54	156	210	100.00
TOTAL SALARIED INDIVIDUALS	2,726	8,625	8,731	7,679	3,741	2,924	1,313	4,302	28,104	11,937	40,041	100.00
CONTRIBUTED SERVICES	119	325	31	435	366	15	12	65	20	1,348	1,368	...
NUMBER OF INSTITUTIONS	96	205	230	203	143	74	34	102	385	702	1,087	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	10,198	10,248	8,640	9,424	8,852	8,856	8,949	10,325	9,587	8,866	9,329	...
MEDIAN	11,777	12,400	10,045	11,035	10,119	10,337	10,388	11,593	11,367	10,274	11,026	...
THIRD QUARTILE	13,880	14,805	11,916	13,151	11,983	12,316	12,057	13,901	13,724	12,142	13,248	...
HIGHEST INTERVAL	29,000	35,000+	29,000	29,000	25,000	27,000	22,500	31,000	35,000+	29,000	35,000+	...

TABLE 5A.--PROFESSORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN PROFESSORS IN 1,000 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	57	4	8	15	2	6	...	...	...	86	.23	6	.04
34,000-34,999	28	2	1	6	1	...	...	...	...	38	.33	...	.04
32,000-33,999	66	5	...	69	8	...	...	...	...	148	.73	...	.04
30,000-31,999	501	46	74	120	19	76	1	...	...	760	2.78	77	.66
28,000-29,999	456	40	20	235	27	27	...	...	...	778	4.88	27	.88
26,000-27,999	792	78	20	371	60	32	8	1	13	1,371	8.45	54	1.31
24,000-25,999	1,363	135	35	529	94	78	22	2	5	2,156	14.27	107	2.17
23,000-23,999	965	103	40	322	84	52	40	2	3	1,514	18.36	97	2.95
22,000-22,999	1,265	137	71	343	95	71	66	7	2	1,911	23.51	146	4.12
21,000-21,999	1,522	234	74	414	121	143	110	13	3	2,365	29.90	269	6.28
20,000-20,999	1,933	238	103	451	177	135	168	27	4	2,902	37.73	334	8.97
19,000-19,999	2,296	453	163	455	207	1,826	227	35	12	3,574	47.38	2,100	25.83
18,500-18,999	1,147	298	68	206	129	137	154	25	6	1,848	52.37	322	28.42
18,000-18,499	1,256	322	118	244	140	591	168	18	13	2,080	57.98	790	34.76
17,500-17,999	1,200	336	129	217	145	169	212	35	19	2,027	63.46	435	38.25
17,000-17,499	1,356	420	177	207	134	566	238	56	10	2,294	69.65	870	45.24
16,500-16,999	1,221	453	191	171	119	524	234	62	40	2,155	75.47	860	52.15
16,000-16,499	1,229	439	156	180	150	271	287	74	18	2,154	81.28	650	57.37
15,500-15,999	859	390	194	167	110	526	298	65	56	1,720	85.93	945	64.96
15,000-15,499	727	375	185	86	120	330	300	100	35	1,493	89.96	765	71.10
14,500-14,999	481	306	114	66	91	238	278	101	32	1,058	92.81	649	76.31
14,000-14,499	393	265	109	51	91	164	285	100	21	909	95.27	570	80.89
13,500-13,999	236	184	89	47	74	141	152	130	23	630	96.97	446	84.47
13,000-13,499	164	122	62	14	61	110	181	124	30	423	98.11	445	88.05
12,500-12,999	92	62	43	20	42	55	122	128	29	259	98.81	334	90.73
12,000-12,499	59	35	29	12	35	52	93	97	50	170	99.27	292	93.07
11,500-11,999	29	22	21	13	28	20	88	73	35	113	99.57	216	94.81
11,000-11,499	16	12	10	9	17	25	67	67	33	64	99.74	192	96.35
10,500-10,999	6	5	3	2	7	13	33	90	18	23	99.81	154	97.59
10,000-10,499	7	1	3	1	14	11	32	37	22	26	99.88	102	98.41
9,500- 9,999	2	1	...	1	1	3	8	25	16	5	99.89	52	98.82
9,000- 9,499	1	...	2	...	5	2	7	21	21	8	99.91	51	99.23
8,500- 8,999	4	...	...	...	5	...	6	10	17	9	99.94	33	99.50
8,000- 8,499	2	...	...	1	8	1	2	6	7	11	99.97	16	99.63
7,500- 7,999	1	...	1	...	2	...	...	5	3	4	99.98	8	99.69
7,000- 7,499	2	...	...	...	2	...	1	...	9	4	99.99	10	99.77
6,500- 6,999	1	...	...	...	...	...	2	...	3	1	99.99	5	99.81
6,000- 6,499	...	1	...	...	1	...	...	...	2	2	100.00	2	99.83
BELOW $6,000	...	...	...	...	...	...	...	...	21	...	100.00	21	100.00
TOTAL SALARIED INDIVIDUALS	21,735	5,524	2,313	5,045	2,426	6,395	3,890	1,536	631	37,043	100.00	12,452	100.00
CONTRIBUTED SERVICES	57	25	10	33	167	6	103	29	106	292	...	244	...
NUMBER OF INSTITUTIONS	81	65	59	31	57	167	219	191	130	293	...	707	...
RANGE PAID													
LOWEST INTERVAL	$6,750	$6,250	$7,750	$8,250	$6,250	$8,250	$6,750	$7,750	-$6,000	$6,250	...	-$6,000	...
FIRST QUARTILE	16,960	15,487	15,249	17,991	15,511	15,912	14,313	12,258	11,284	16,541	...	14,626	...
MEDIAN	19,164	17,106	16,855	20,782	17,831	17,930	15,983	13,827	13,492	18,738	...	16,656	...
THIRD QUARTILE	22,047	19,208	19,189	24,290	20,460	19,464	17,980	15,792	15,913	21,768	...	19,050	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	35,000+	35,000+	31,000	27,000	27,000	35,000+	...	35,000+	...

TABLE 58.--PROFESSORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN PROFESSORS IN 765 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	1	...	1	...	...	...	...	...	...	2	.07	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	.07	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	.07	...	...
30,000-31,999	44	6	1	...	...	16	...	...	...	51	1.94	16	.82
28,000-29,999	5	...	1	3	...	5	...	...	...	9	2.27	5	1.08
26,000-27,999	13	4	2	4	...	4	1	...	...	23	3.11	5	1.34
24,000-25,999	37	9	2	9	2	12	3	...	1	59	5.27	16	2.17
23,000-23,999	21	3	1	5	1	6	3	1	...	31	6.41	10	2.69
22,000-22,999	28	7	2	7	4	8	3	...	...	48	8.17	11	3.26
21,000-21,999	59	22	5	15	2	30	9	1	...	103	11.94	40	5.33
20,000-20,999	70	14	8	17	7	19	18	3	...	116	16.19	40	7.40
19,000-19,999	144	36	14	22	12	178	17	...	...	228	24.55	195	17.50
18,500-18,999	67	16	14	8	6	26	19	...	...	111	28.61	45	19.83
18,000-18,499	92	29	23	23	10	68	20	2	...	177	35.10	90	24.49
17,500-17,999	67	35	15	15	10	26	23	6	...	142	40.30	55	27.34
17,000-17,499	112	42	22	15	8	92	21	11	...	199	47.60	124	33.76
16,500-16,999	96	48	33	12	9	91	30	9	7	198	54.85	137	40.86
16,000-16,499	118	51	17	14	6	26	42	11	2	206	62.40	81	45.05
15,500-15,999	107	49	29	15	9	101	37	13	1	209	70.06	152	52.92
15,000-15,499	101	46	28	12	14	52	31	26	5	201	77.42	114	58.83
14,500-14,999	62	47	18	10	9	40	38	26	4	146	82.77	108	64.42
14,000-14,499	58	29	18	8	9	45	51	37	6	122	87.24	139	71.62
13,500-13,999	34	21	17	5	11	29	27	37	9	88	90.47	102	76.90
13,000-13,499	32	22	9	4	14	22	26	33	13	81	93.44	94	81.77
12,500-12,999	9	8	12	3	7	16	23	36	8	39	94.87	83	86.06
12,000-12,499	24	7	13	8	4	15	8	28	11	56	96.92	62	89.28
11,500-11,999	6	5	3	3	9	3	14	22	7	26	97.87	46	91.66
11,000-11,499	5	7	3	2	3	8	13	16	7	20	98.60	44	93.94
10,500-10,999	...	2	2	1	1	1	9	29	9	6	98.82	48	96.42
10,000-10,499	...	...	2	2	5	...	10	10	6	9	99.15	26	97.77
9,500- 9,999	...	2	...	...	2	2	...	8	5	4	99.30	15	98.55
9,000- 9,499	...	...	2	...	2	...	1	8	3	4	99.45	12	99.17
8,500- 8,999	1	...	...	...	4	...	1	4	4	5	99.63	9	99.63
8,000- 8,499	...	...	...	...	2	...	...	...	...	2	99.70	...	99.63
7,500- 7,999	...	...	1	...	1	...	1	1	...	2	99.78	2	99.74
7,000- 7,499	...	...	...	...	3	...	...	1	...	3	99.89	1	99.79
6,500- 6,999	...	...	...	...	...	...	...	...	1	...	99.89	1	99.84
6,000- 6,499	...	...	...	...	2	...	...	...	...	2	99.96	...	99.84
BELOW $6,000	1	...	...	...	...	...	...	...	3	1	100.00	3	100.00
TOTAL SALARIED INDIVIDUALS	1,414	567	318	242	188	941	499	379	112	2,729	100.00	1,931	100.00
CONTRIBUTED SERVICES	2	...	1	...	7	...	46	142	85	10	...	273	...
NUMBER OF INSTITUTIONS	81	64	56	27	44	134	163	141	55	272	...	493	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	$9,750	$7,750	$0,250	$6,250	$9,750	$7,750	$7,250	-$6,000	-$6,000	...	-$6.000	...
FIRST QUARTILE	15,596	14,912	14,431	15,583	13,071	15,511	13,847	11,903	10,833	15,165	...	13,680	...
MEDIAN	17,237	16,377	16,059	17,733	15,214	17,106	15,444	13,402	12,500	16,835	...	15,686	...
THIRD QUARTILE	19,476	18,073	17,817	19,977	17,850	19,240	17,292	14,774	13,889	18,945	...	17,911	...
HIGHEST INTERVAL	35,000+	31,000	35,000+	29,000	25,000	31,000	27,000	23,500	25,000	35,000+	...	31,000	...

TABLE 64.--PROFESSORS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN PROFESSORS IN 1,000 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	9	35	13	13	...	8	...	14	75	17	92	.18
34,000-34,999	2	4	10	13	1	2	...	6	31	7	38	.26
32,000-33,999	29	34	32	27	1	10	4	11	71	77	148	.56
30,000-31,999	86	495	74	92	30	19	10	31	697	140	837	2.25
28,000-29,999	183	215	79	157	27	50	8	86	543	262	805	3.87
26,000-27,999	281	291	143	284	66	46	27	237	922	453	1,375	6.65
24,000-25,999	354	517	289	440	160	106	41	356	1,611	652	2,263	11.22
23,000-23,999	240	327	207	351	92	72	19	303	1,160	451	1,611	14.48
22,000-22,999	222	426	284	479	170	124	44	308	1,544	513	2,057	18.64
21,000-21,999	245	615	336	635	188	152	75	388	1,973	661	2,634	23.96
20,000-20,999	288	634	483	827	272	254	106	372	2,409	827	3,236	30.50
19,000-19,999	310	742	582	1,031	359	316	151	2,183	4,738	936	5,674	41.96
18,500-18,999	175	379	405	601	202	147	108	153	1,650	520	2,170	46.34
18,000-18,499	145	427	442	658	204	235	129	630	2,287	583	2,870	52.14
17,500-17,999	157	413	456	544	277	180	130	305	1,834	628	2,462	57.12
17,000-17,499	160	474	510	565	319	279	177	680	2,519	645	3,164	63.51
16,500-16,999	116	446	517	545	287	234	168	702	2,389	626	3,015	69.60
16,000-16,499	128	370	530	548	365	315	184	364	2,095	709	2,804	75.27
15,500-15,999	89	349	582	486	281	236	150	492	1,969	696	2,665	80.65
15,000-15,499	96	323	501	328	305	301	178	226	1,617	641	2,258	85.21
14,500-14,999	60	175	494	295	249	171	137	126	1,139	568	1,707	88.66
14,000-14,499	63	179	389	213	236	155	115	129	931	548	1,479	91.65
13,500-13,999	44	76	385	153	174	82	102	60	650	426	1,076	93.82
13,000-13,499	28	65	303	121	162	90	55	44	458	410	868	95.58
12,500-12,999	25	26	224	80	113	64	19	42	252	341	593	96.77
12,000-12,499	19	32	151	64	96	52	14	34	175	287	462	97.71
11,500-11,999	6	23	94	37	72	47	5	45	92	237	329	98.37
11,000-11,499	12	21	62	42	53	41	6	19	63	193	256	98.89
10,500-10,999	4	13	50	26	34	21	8	21	27	150	177	99.25
10,000-10,499	4	4	38	18	29	11	6	18	22	106	128	99.51
9,500- 9,999	1	3	14	11	8	9	4	7	6	51	57	99.62
9,000- 9,499	1	3	20	9	12	8	...	6	5	54	59	99.74
8,500- 8,999	...	1	13	12	4	...	...	12	4	38	42	99.83
8,000- 8,499	...	1	7	8	...	3	...	8	3	24	27	99.88
7,500- 7,999	...	1	6	...	1	3	...	1	2	10	12	99.90
7,000- 7,499	...	...	5	...	6	1	...	2	2	12	14	99.93
6,500- 6,999	...	...	3	...	3	...	...	...	1	5	6	99.94
6,000- 6,499	...	1	1	...	...	...	...	2	1	3	4	99.95
BELOW $6,000	...	...	14	6	...	...	...	1	...	21	21	100.00
TOTAL SALARIED INDIVIDUALS	3,582	8,140	8,748	9,719	4,858	3,844	2,180	8,424	35,967	13,528	49,495	100.00
CONTRIBUTED SERVICES	33	129	53	62	47	49	15	143	98	438	536	...
NUMBER OF INSTITUTIONS	83	189	220	190	127	67	34	90	372	628	1,000	...
RANGE PAID												
LOWEST INTERVAL	$9,250	$6,250	-$6,000	-$6,000	$6,750	$7,250	$9,750	-$6,000	$6,250	-$6,000	-$6,000	...
FIRST QUARTILE	17,626	16,914	14,913	16,475	14,925	15,337	15,208	16,818	16,375	14,910	16,024	...
MEDIAN	20,514	19,357	16,972	18,575	16,894	17,140	16,818	19,038	18,378	17,471	18,185	...
THIRD QUARTILE	24,258	22,725	19,593	21,096	19,422	19,627	18,722	20,016	20,849	20,820	20,841	...
HIGHEST INTERVAL	35,000+	35,000+	35,000+	35,000+	34,500	35,000+	33,000	35,000+	35,000+	35,000+	35,000+	...

TABLE 68.--PROFESSORS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN PROFESSORS IN 765 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	2	...	...	...	...	...	...	2	...	2	.04
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	.04
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	.04
30,000-31,999	...	66	...	...	...	...	...	1	67	...	67	1.48
28,000-29,999	2	11	...	1	...	...	...	...	11	3	14	1.78
26,000-27,999	4	14	2	2	...	2	...	4	23	5	28	2.38
24,000-25,999	7	42	4	8	2	2	...	10	60	15	75	3.99
23,000-23,999	11	14	5	5	...	...	...	6	31	10	41	4.87
22,000-22,999	17	17	2	12	1	1	1	8	45	14	59	6.13
21,000-21,999	13	69	3	36	5	4	1	12	116	27	143	9.20
20,000-20,999	23	50	18	35	9	8	2	11	111	45	156	12.55
19,000-19,999	43	65	17	92	26	10	4	166	372	51	423	21.63
18,500-18,999	19	52	14	44	10	8	...	9	123	33	156	24.97
18,000-18,499	12	62	24	64	17	18	3	67	212	55	267	30.70
17,500-17,999	17	59	26	51	17	7	4	16	143	54	197	34.93
17,000-17,499	26	66	39	64	29	22	7	70	268	55	323	41.86
16,500-16,999	14	67	58	60	27	19	5	85	268	67	335	49.05
16,000-16,499	20	53	60	59	35	24	10	26	212	75	287	55.21
15,500-15,999	18	45	69	63	35	27	12	92	286	75	361	62.96
15,000-15,499	20	51	82	59	30	23	13	37	227	88	315	69.72
14,500-14,999	11	32	70	35	29	31	22	24	167	87	254	75.17
14,000-14,499	16	40	93	36	22	22	10	22	150	111	261	80.77
13,500-13,999	10	20	62	35	29	15	3	16	101	89	190	84.85
13,000-13,499	11	21	52	29	23	17	12	10	85	90	175	88.60
12,500-12,999	3	9	42	18	13	19	5	13	45	77	122	91.22
12,000-12,499	5	5	42	15	22	20	4	5	59	59	118	93.75
11,500-11,999	2	2	28	18	11	6	1	4	17	55	72	95.30
11,000-11,499	3	8	26	9	12	3	2	1	23	41	64	96.67
10,500-10,999	1	8	15	19	2	4	2	3	5	49	54	97.83
10,000-10,499	1	8	9	3	2	4	2	6	2	33	35	98.58
9,500- 9,999	...	2	4	4	3	4	...	2	4	15	19	98.99
9,000- 9,499	...	2	5	4	2	1	...	2	2	14	16	99.33
8,500- 8,999	...	...	5	4	1	...	...	4	1	13	14	99.63
8,000- 8,499	...	...	...	...	...	...	...	2	...	2	2	99.67
7,500- 7,999	...	...	3	...	...	1	...	...	1	3	4	99.76
7,000- 7,499	...	1	...	...	...	...	...	3	...	4	4	99.85
6,500- 6,999	...	...	...	...	...	...	...	1	...	1	1	99.87
6,000- 6,499	...	...	...	...	...	...	...	2	...	2	2	99.91
BELOW $6,000	...	...	1	...	1	...	...	2	1	3	4	100.00
TOTAL SALARIED INDIVIDUALS	329	963	880	884	415	322	125	742	3,240	1,420	4,660	100.00
CONTRIBUTED SERVICES	13	63	6	112	77	2	...	10	3	280	283	...
NUMBER OF INSTITUTIONS	63	148	174	135	94	58	24	69	335	430	765	...
RANGE PAID												
LOWEST INTERVAL	$0,250	$7,250	-$6,000	$8,750	-$6,000	$7,750	$0,250	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	15,481	15,853	13,385	14,886	13,703	13,550	14,013	15,644	15,324	12,896	14,516	...
MEDIAN	17,603	17,852	14,879	16,767	15,579	15,304	14,989	17,064	16,933	14,782	16,423	...
THIRD QUARTILE	19,878	20,885	16,433	18,659	17,211	17,034	16,288	19,196	19,075	17,109	18,498	...
HIGHEST INTERVAL	29,000	35,000+	27,000	29,000	25,000	27,000	22,500	31,000	35,000+	29,000	35,000+	...

TABLE 7A.--ASSOCIATE PROFESSORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN ASSOCIATE PROFESSORS IN 1,006 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	1	...	...	...	...	...	...	...	...	1	...	...	...
32,000-33,999	1	...	...	...	...	...	...	...	...	1	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	2	...	1	4	...	...	...	...	...	7	.02	...	...
26,000-27,999	6	...	...	1	2	...	...	...	...	9	.05	...	...
24,000-25,999	158	28	12	9	3	42	...	...	...	210	.73	44	.34
23,000-23,999	71	9	7	8	...	17	...	...	...	95	1.04	17	.48
22,000-22,999	112	17	7	12	...	33	...	...	...	148	1.51	33	.74
21,000-21,999	55	5	9	14	5	1	...	...	...	88	1.79	1	.75
20,000-20,999	174	32	13	30	13	50	2	...	...	262	2.64	52	1.16
19,000-19,999	276	34	26	60	20	48	6	...	...	416	3.98	54	1.58
18,500-18,999	231	40	18	50	19	34	8	2	1	358	5.13	45	1.94
18,000-18,499	341	46	17	96	24	22	13	...	...	524	6.82	35	2.22
17,500-17,999	416	57	24	125	50	63	29	1	...	672	8.98	93	2.95
17,000-17,499	659	142	41	155	71	105	20	5	1	1,068	12.42	131	3.98
16,500-16,999	867	153	62	178	77	98	51	3	2	1,337	16.72	154	5.20
16,000-16,499	1,128	204	77	240	111	143	79	4	3	1,760	22.39	229	7.01
15,500-15,999	1,307	268	119	287	131	173	100	16	9	2,112	29.18	298	9.36
15,000-15,499	1,676	401	179	305	188	661	161	28	9	2,749	38.03	859	16.15
14,500-14,999	1,726	483	174	323	172	309	195	44	15	2,878	47.30	563	20.60
14,000-14,499	2,026	645	286	367	207	883	324	51	17	3,531	58.66	1,273	30.67
13,500-13,999	1,810	747	370	333	207	860	382	96	22	3,467	69.82	1,360	41.41
13,000-13,499	1,733	694	300	242	220	896	467	131	24	3,189	80.09	1,518	53.40
12,500-12,999	1,031	559	188	201	199	419	448	144	20	2,178	87.10	1,031	61.55
12,000-12,499	689	458	229	141	157	802	476	182	48	1,674	92.49	1,508	73.46
11,500-11,999	376	343	121	79	110	378	371	197	29	1,038	95.83	975	81.16
11,000-11,499	235	161	97	41	80	224	292	195	41	614	97.80	752	87.10
10,500-10,999	125	67	58	25	71	142	212	200	25	346	98.92	579	91.68
10,000-10,499	64	44	30	20	36	76	139	143	46	194	99.54	404	94.87
9,500- 9,999	31	17	14	6	6	37	87	101	37	74	99.78	262	96.94
9,000- 9,499	15	8	1	4	11	15	58	70	23	39	99.91	166	98.25
8,500- 8,999	4	2	2	3	3	1	24	38	12	14	99.95	75	98.84
8,000- 8,499	1	...	1	...	1	...	24	26	28	3	99.96	78	99.46
7,500- 7,999	1	...	...	...	2	...	2	16	11	3	99.97	29	99.69
7,000- 7,499	3	...	...	1	...	...	6	1	1	4	99.98	8	99.75
6,500- 6,999	...	1	...	1	...	...	1	...	2	2	99.99	3	99.77
6,000- 6,499	...	...	...	...	...	...	2	...	3	...	99.99	5	99.81
BELOW $6,000	1	...	...	...	1	1	...	...	22	2	100.00	23	100.00
TOTAL SALARIED INDIVIDUALS	17,352	5,665	2,483	3,361	2,206	6,533	3,981	1,694	451	31,067	100.00	12,659	100.00
CONTRIBUTED SERVICES	33	27	1	29	133	2	104	37	37	223	...	180	...
NUMBER OF INSTITUTIONS	81	65	60	31	56	169	219	202	123	293	...	713	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	$6,750	$8,250	$6,750	-$6,000	-$6,000	$6,250	$7,250	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	13,508	12,782	12,680	13,614	12,662	12,473	11,700	10,571	9,645	13,248	...	11,900	...
MEDIAN	14,654	13,820	13,771	14,835	13,976	13,660	12,831	11,645	11,189	14,381	...	13,142	...
THIRD QUARTILE	16,071	15,025	14,975	16,295	15,432	14,768	13,993	12,852	12,736	15,808	...	14,282	...
HIGHEST INTERVAL	34,500	25,000	29,000	29,000	27,000	25,000	25,000	18,750	18,750	34,500	...	25,000	...

TABLE 78.--ASSOCIATE PROFESSORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN ASSOCIATE PROFESSORS IN 870 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	1	...	...	...	...	...	...	1	.02	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	.02	...	...
24,000-25,999	52	7	3	...	...	4	...	...	...	62	1.41	4	.13
23,000-23,999	22	...	...	...	...	5	...	...	...	22	1.90	5	.30
22,000-22,999	35	6	...	...	1	9	...	...	...	42	2.84	9	.60
21,000-21,999	4	...	...	2	...	...	...	...	...	6	2.97	...	.60
20,000-20,999	21	16	1	1	...	11	...	...	...	39	3.85	11	.97
19,000-19,999	29	1	...	3	...	12	...	...	...	35	4.63	12	1.37
18,500-18,999	13	4	2	3	1	4	1	...	...	23	5.15	5	1.54
18,000-18,499	11	2	1	5	1	9	2	...	...	20	5.60	11	1.91
17,500-17,999	33	3	7	3	3	14	2	...	...	49	6.69	16	2.44
17,000-17,499	39	18	8	8	3	24	5	1	...	76	8.40	30	3.45
16,500-16,999	45	23	3	12	2	17	3	...	...	85	10.30	20	4.12
16,000-16,499	67	14	8	10	7	30	10	...	...	106	12.67	40	5.46
15,500-15,999	114	29	22	22	16	35	15	1	2	203	17.22	53	7.23
15,000-15,499	168	46	39	28	19	105	21	4	2	300	23.94	132	11.66
14,500-14,999	200	77	37	32	22	56	28	6	...	388	32.19	90	14.67
14,000-14,499	236	95	53	52	21	187	46	10	3	457	42.42	246	22.92
13,500-13,999	249	103	57	35	25	168	52	13	...	469	52.93	233	30.73
13,000-13,499	232	100	78	51	30	175	77	37	10	491	63.93	299	40.75
12,500-12,999	183	86	41	56	30	93	72	31	9	396	72.80	205	47.62
12,000-12,499	175	101	66	33	26	197	94	58	9	401	81.78	358	59.61
11,500-11,999	108	92	37	24	22	118	81	47	5	283	88.12	251	68.02
11,000-11,499	69	55	36	12	23	79	84	71	15	195	92.49	249	76.37
10,500-10,999	50	32	25	12	25	46	69	54	14	144	95.72	183	82.50
10,000-10,499	30	21	16	6	19	26	44	64	24	92	97.78	158	87.80
9,500- 9,999	13	9	13	9	6	16	48	59	9	50	98.90	132	92.22
9,000- 9,499	6	3	7	5	5	10	28	50	10	26	99.48	98	95.50
8,500- 8,999	1	1	5	2	2	1	17	31	8	11	99.73	57	97.42
8,000- 8,499	3	...	2	1	1	1	8	13	8	7	99.88	30	98.42
7,500- 7,999	1	...	...	...	...	...	6	11	13	1	99.91	30	99.43
7,000- 7,499	...	...	...	...	2	...	5	1	1	2	99.95	7	99.66
6,500- 6,999	1	...	...	...	...	...	2	...	1	1	99.97	3	99.76
6,000- 6,499	...	...	...	...	1	...	3	...	3	1	100.00	6	99.96
BELOW $6,000	...	...	...	...	...	...	...	...	1	...	100.00	1	100.00
TOTAL SALARIED INDIVIDUALS	2,210	946	568	427	313	1,452	823	562	147	4,464	100.00	2,984	100.00
CONTRIBUTED SERVICES	1	...	...	...	10	...	64	141	91	11	...	296	...
NUMBER OF INSTITUTIONS	81	65	58	31	52	155	190	170	68	287	...	583	...
RANGE PAID													
LOWEST INTERVAL	$6,750	$8,750	$8,250	$8,250	$6,250	$8,250	$6,250	$7,250	-$6,000	$6,250	...	-$6,000	...
FIRST QUARTILE	12,761	12,116	12,008	12,525	11,375	12,168	10,824	9,792	9,088	12,378	...	11,082	...
MEDIAN	13,968	13,365	13,231	13,536	12,908	13,397	12,088	10,981	10,406	13,640	...	12,401	...
THIRD QUARTILE	15,299	14,575	14,406	14,848	14,423	14,425	13,365	12,177	11,825	14,936	...	13,867	...
HIGHEST INTERVAL	25,000	25,000	29,000	21,500	22,500	25,000	18,750	17,250	15,750	29,000	...	25,000	...

TABLE 8A.--ASSOCIATE PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN ASSOCIATE PROFESSORS IN 1,006 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	1	...	...	...	...	...	1	...	1	...
32,000-33,999	...	...	1	...	...	...	...	...	1	...	1	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	2	2	2	1	...	...	...	...	3	4	7	.02
26,000-27,999	2	1	4	1	...	...	...	1	6	3	9	.04
24,000-25,999	4	233	6	9	1	1	...	...	240	14	254	.62
23,000-23,999	3	90	9	6	1	...	1	2	104	8	112	.87
22,000-22,999	10	141	15	10	2	2	...	1	169	12	181	1.29
21,000-21,999	32	18	15	15	3	3	...	3	70	19	89	1.49
20,000-20,999	45	172	28	44	7	10	1	7	269	45	314	2.21
19,000-19,999	98	156	58	90	17	14	9	28	384	86	470	3.28
18,500-18,999	72	126	64	79	21	14	7	20	323	80	403	4.21
18,000-18,499	112	123	102	118	34	27	16	27	426	133	559	5.48
17,500-17,999	110	200	128	194	50	31	16	36	560	205	765	7.23
17,000-17,499	167	307	222	280	88	53	27	55	947	252	1,199	9.98
16,500-16,999	172	334	259	373	116	92	28	117	1,180	311	1,491	13.39
16,000-16,499	164	471	359	497	168	147	75	108	1,552	437	1,989	17.93
15,500-15,999	247	488	470	612	199	151	87	156	1,867	543	2,410	23.45
15,000-15,499	263	686	588	820	275	205	116	655	2,917	691	3,608	31.70
14,500-14,999	238	655	646	831	296	256	147	372	2,692	749	3,441	39.57
14,000-14,499	288	840	766	976	401	378	201	956	3,840	966	4,806	50.56
13,500-13,999	235	790	835	944	457	317	225	1,024	3,787	1,040	4,827	61.60
13,000-13,499	174	692	795	840	483	385	239	1,099	3,623	1,084	4,707	72.36
12,500-12,999	153	457	735	645	416	262	270	271	2,197	1,012	3,209	79.70
12,000-12,499	120	443	627	416	377	250	219	730	2,178	1,004	3,182	86.98
11,500-11,999	108	229	518	247	292	148	196	275	1,218	795	2,013	91.58
11,000-11,499	54	142	402	182	280	140	85	81	717	649	1,366	94.71
10,500-10,999	28	64	287	144	215	86	35	66	392	533	925	96.82
10,000-10,499	19	62	194	73	105	80	16	49	214	384	598	98.19
9,500- 9,999	10	11	123	43	73	44	9	23	99	237	336	98.96
9,000- 9,499	4	10	70	20	54	33	...	14	39	166	205	99.43
8,500- 8,999	1	7	26	12	14	19	...	10	9	80	89	99.63
8,000- 8,499	1	11	17	10	16	17	5	4	2	79	81	99.81
7,500- 7,999	1	...	15	8	...	6	1	1	1	31	32	99.89
7,000- 7,499	...	...	5	3	1	2	...	1	3	9	12	99.92
6,500- 6,999	...	2	1	2	...	...	...	...	1	4	5	99.93
6,000- 6,499	1	...	1	1	...	2	...	...	...	5	5	99.94
BELOW $6,000	...	...	11	9	3	...	...	2	2	23	25	100.00
TOTAL SALARIED INDIVIDUALS	2,938	7,963	8,405	8,555	4,465	3,175	2,031	6,194	32,033	11,693	43,726	100.00
CONTRIBUTED SERVICES	21	89	56	74	33	26	12	92	63	340	403	...
NUMBER OF INSTITUTIONS	82	193	219	186	136	70	34	86	375	631	1,006	...
RANGE PAID												
LOWEST INTERVAL	$6,250	$6,750	-$6,000	-$6,000	-$6,000	$6,250	$7,750	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	13,629	13,399	12,344	13,193	12,084	12,434	12,367	13,010	13,129	11,955	12,821	...
MEDIAN	15,065	14,669	13,725	14,348	13,400	13,679	13,376	13,730	14,200	13,385	14,026	...
THIRD QUARTILE	16,775	16,407	15,195	15,655	14,773	14,915	14,576	14,553	15,525	14,946	15,406	...
HIGHEST INTERVAL	29,000	29,000	34,500	29,000	25,000	25,000	23,500	27,000	34,500	29,000	34,500	...

TABLE 88.--ASSOCIATE PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN ASSOCIATE PROFESSORS IN 870 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	1	...	...	...	...	...	1	...	1	.01
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	66	...	...	...	...	...	...	66	...	66	.90
23,000-23,999	...	26	...	1	...	...	...	...	27	...	27	1.26
22,000-22,999	1	48	1	1	...	...	...	...	50	1	51	1.94
21,000-21,999	2	...	2	2	...	...	...	...	4	2	6	2.02
20,000-20,999	...	49	...	1	...	...	...	...	49	1	50	2.69
19,000-19,999	4	38	...	3	2	...	...	...	44	3	47	3.33
18,500-18,999	3	21	...	3	...	1	...	...	23	5	28	3.70
18,000-18,499	10	11	3	5	...	1	1	...	23	8	31	4.12
17,500-17,999	13	27	3	16	...	1	...	5	57	8	65	4.99
17,000-17,499	18	54	6	18	2	4	...	4	89	17	106	6.41
16,500-16,999	27	36	8	22	...	4	1	7	88	17	105	7.82
16,000-16,499	24	55	15	32	2	5	4	9	119	27	146	9.78
15,500-15,999	32	81	34	75	11	8	4	11	200	56	256	13.22
15,000-15,499	37	136	38	95	19	14	3	90	358	74	432	19.02
14,500-14,999	42	130	74	124	23	25	10	30	370	88	458	25.17
14,000-14,499	57	159	87	151	29	46	13	161	571	132	703	34.61
13,500-13,999	39	140	109	148	48	42	16	160	577	125	702	44.03
13,000-13,499	39	144	144	163	52	59	21	168	585	205	790	54.64
12,500-12,999	43	113	140	131	51	49	41	33	403	198	601	62.71
12,000-12,499	36	115	155	114	72	55	43	169	539	220	759	72.90
11,500-11,999	24	69	158	77	57	51	27	71	355	179	534	80.07
11,000-11,499	24	54	163	60	71	25	26	21	239	205	444	86.03
10,500-10,999	13	38	129	35	42	24	18	28	153	174	327	90.42
10,000-10,499	7	37	80	29	58	18	4	17	93	157	250	93.78
9,500- 9,999	1	18	76	23	28	23	6	7	51	131	182	96.22
9,000- 9,499	3	14	50	11	17	20	2	7	26	98	124	97.89
8,500- 8,999	1	7	28	8	8	10	...	6	8	60	68	98.80
8,000- 8,499	...	5	19	5	3	4	...	1	6	31	37	99.30
7,500- 7,999	...	1	18	3	1	5	...	3	1	30	31	99.71
7,000- 7,499	...	...	4	...	...	3	...	2	...	9	9	99.83
6,500- 6,999	...	...	3	...	...	...	...	1	1	3	4	99.89
6,000- 6,499	...	...	3	...	...	4	...	...	...	7	7	99.98
BELOW $6,000	...	...	1	...	...	...	...	...	...	1	1	100.00
TOTAL SALARIED INDIVIDUALS	500	1,692	1,552	1,356	596	501	240	1,011	5,176	2,272	7,448	100.00
CONTRIBUTED SERVICES	16	77	8	99	88	5	2	12	1	306	307	...
NUMBER OF INSTITUTIONS	66	173	196	156	110	65	30	74	359	511	870	...
RANGE PAID												
LOWEST INTERVAL	$8,750	$7,750	-$6,000	$7,750	$7,750	$6,250	$9,250	$6,750	$6,750	-$6,000	-$6,000	...
FIRST QUARTILE	12,686	12,788	10,911	12,386	10,905	11,285	11,574	12,263	12,335	10,618	11,854	...
MEDIAN	14,175	14,286	12,142	13,564	12,090	12,587	12,430	13,415	13,611	12,116	13,219	...
THIRD QUARTILE	15,641	16,073	13,476	14,738	13,375	13,807	13,310	14,200	14,870	13,490	14,514	...
HIGHEST INTERVAL	22,500	25,000	29,000	23,500	19,500	18,750	18,250	17,750	29,000	22,500	29,000	...

TABLE 9A.--ASSISTANT PROFESSORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN ASSISTANT PROFESSORS IN 1,009 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	1	...	...	...	...	...	...	...	...	1	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	1	...	...	...	...	...	...	...	...	1	...	...	...
26,000-27,999	5	...	...	...	...	...	...	...	...	5	.01	...	...
24,000-25,999	3	...	...	1	...	...	...	...	...	4	.02	...	...
23,000-23,999	...	...	1	2	...	...	...	...	...	3	.03	...	...
22,000-22,999	5	...	...	1	...	1	...	...	...	6	.05	1	...
21,000-21,999	5	...	...	4	...	...	...	...	...	9	.07	...	...
20,000-20,999	124	30	7	8	2	42	1	...	...	171	.51	43	.23
19,000-19,999	92	13	9	8	...	34	1	1	...	122	.82	36	.41
18,500-18,999	99	17	10	4	...	55	...	...	...	130	1.15	55	.70
18,000-18,499	26	1	2	9	3	...	...	...	...	41	1.26	...	.70
17,500-17,999	88	32	15	8	...	55	3	...	...	143	1.63	58	1.00
17,000-17,499	35	2	2	17	6	1	1	...	...	62	1.79	2	1.01
16,500-16,999	128	33	13	20	5	37	1	3	...	199	2.30	41	1.23
16,000-16,499	200	37	13	33	19	61	5	...	1	302	3.07	67	1.58
15,500-15,999	215	35	15	68	16	16	8	2	...	349	3.97	26	1.71
15,000-15,499	435	80	40	111	35	68	16	4	4	701	5.76	92	2.19
14,500-14,999	696	157	55	111	47	179	32	2	1	1,066	8.50	214	3.31
14,000-14,499	1,000	243	60	182	90	152	50	4	8	1,575	12.54	214	4.43
13,500-13,999	1,320	326	112	240	127	233	108	14	5	2,125	17.99	360	6.31
13,000-13,499	1,967	452	202	313	196	343	168	30	11	3,130	26.01	552	9.19
12,500-12,999	2,352	713	248	362	275	478	264	66	12	3,950	36.14	820	13.47
12,000-12,499	2,947	846	388	534	323	703	500	117	22	5,038	49.06	1,342	20.47
11,500-11,999	2,823	1,122	451	577	350	1,708	693	153	25	5,323	62.72	2,579	33.93
11,000-11,499	2,585	1,171	508	540	455	2,184	923	252	45	5,259	76.20	3,404	51.70
10,500-10,999	1,937	935	424	393	356	1,400	963	348	57	4,045	86.58	2,768	66.15
10,000-10,499	1,265	674	375	239	252	1,012	871	445	64	2,805	93.77	2,392	78.63
9,500- 9,999	478	365	219	105	157	649	610	404	55	1,324	97.17	1,718	87.60
9,000- 9,499	225	147	96	67	120	400	383	362	77	655	98.85	1,222	93.98
8,500- 8,999	103	71	42	18	34	115	178	186	56	268	99.53	535	96.77
8,000- 8,499	31	24	21	1	19	31	113	121	50	96	99.78	315	98.41
7,500- 7,999	17	8	4	2	14	8	59	59	44	45	99.90	170	99.30
7,000- 7,499	4	1	1	1	3	6	24	22	24	10	99.92	76	99.70
6,500- 6,999	4	3	...	...	4	...	12	3	12	11	99.95	27	99.84
6,000- 6,499	11	...	...	1	...	...	5	4	4	12	99.98	13	99.91
BELOW $6,000	6	...	...	...	...	4	1	4	8	6	100.00	17	100.00
TOTAL SALARIED INDIVIDUALS	21,233	7,538	3,333	3,980	2,908	9,975	5,993	2,606	585	38,992	100.00	19,159	100.00
CONTRIBUTED SERVICES	118	80	28	56	138	35	148	37	59	420	...	279	...
NUMBER OF INSTITUTIONS	81	65	60	31	56	169	218	207	122	293	...	716	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	$6,750	$7,250	$6,250	$6,750	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	11,237	10,816	10,589	11,156	10,674	10,596	10,065	9,349	8,538	11,045	...	10,146	...
MEDIAN	12,191	11,665	11,477	12,043	11,557	11,312	10,884	10,155	9,659	11,966	...	11,048	...
THIRD QUARTILE	13,289	12,701	12,462	13,232	12,671	11,990	11,755	10,995	10,893	13,063	...	11,832	...
HIGHEST INTERVAL	35,000+	20,500	23,500	25,000	20,500	22,500	20,500	19,500	16,250	35,000+	...	22,500	...

TABLE 98.--ASSISTANT PROFESSORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN ASSISTANT PROFESSORS IN 930 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	50	5	1	1	...	22	...	...	...	57	.64	22	.34
19,000-19,999	20	9	...	1	...	10	...	...	...	30	.98	10	.50
18,500-18,999	29	9	4	...	...	11	...	...	...	42	1.45	11	.68
18,000-18,499	...	...	...	...	...	...	...	...	...	...	1.45	...	.68
17,500-17,999	31	15	2	...	1	12	...	...	...	49	2.01	12	.86
17,000-17,499	1	1	...	1	...	...	...	...	...	3	2.04	...	.86
16,500-16,999	31	9	1	1	...	7	...	...	...	42	2.51	7	.98
16,000-16,499	35	22	...	5	1	14	...	...	...	63	3.23	14	1.20
15,500-15,999	15	2	2	5	...	6	1	...	...	24	3.50	7	1.31
15,000-15,499	58	17	3	13	3	34	4	2	...	94	4.56	40	1.94
14,500-14,999	84	29	14	10	5	87	7	...	...	142	6.16	94	3.42
14,000-14,499	94	48	19	19	9	60	7	2	...	189	8.30	69	4.52
13,500-13,999	157	67	31	20	14	65	16	3	1	289	11.56	85	5.86
13,000-13,499	225	53	35	45	26	81	23	3	...	384	15.90	107	7.55
12,500-12,999	345	127	64	59	40	123	55	18	5	635	23.07	201	10.73
12,000-12,499	452	145	108	88	55	180	89	23	2	848	32.65	294	15.37
11,500-11,999	527	212	106	83	68	392	147	31	6	996	43.90	576	24.47
11,000-11,499	607	243	134	127	62	591	186	72	20	1,173	57.14	869	38.21
10,500-10,999	519	246	132	109	88	401	230	96	20	1,094	69.50	747	50.01
10,000-10,499	543	229	140	92	89	347	297	161	30	1,093	81.85	835	63.21
9,500- 9,999	266	217	105	57	59	275	217	140	27	704	89.80	659	73.62
9,000- 9,499	192	118	91	32	46	242	235	181	38	479	95.21	696	84.62
8,500- 8,999	98	76	35	13	32	103	136	147	52	254	98.08	438	91.54
8,000- 8,499	33	22	33	12	15	45	90	101	31	115	99.37	267	95.76
7,500- 7,999	6	11	10	5	5	9	52	69	19	37	99.79	149	98.11
7,000- 7,499	2	6	...	3	3	...	22	25	23	14	99.95	70	99.22
6,500- 6,999	...	...	...	...	...	1	12	4	14	...	99.95	31	99.71
6,000- 6,499	...	...	...	...	1	...	3	2	3	1	99.96	8	99.84
BELOW $6,000	3	...	...	...	...	...	2	1	7	3	100.00	10	100.00
TOTAL SALARIED INDIVIDUALS	4,423	1,938	1,070	801	622	3,118	1,831	1,081	298	8,854	100.00	6,328	100.00
CONTRIBUTED SERVICES	3	...	...	...	12	...	68	224	124	15	...	416	...
NUMBER OF INSTITUTIONS	81	65	57	31	55	159	209	192	81	289	...	641	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	$7,250	$7,750	$7,250	$6,250	$6,750	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	10,486	10,075	9,969	10,425	9,953	10,151	9,299	8,732	8,137	10,277	...	9,438	...
MEDIAN	11,453	11,091	10,958	11,305	10,847	11,115	10,247	9,538	9,000	11,270	...	10,501	...
THIRD QUARTILE	12,600	12,253	12,076	12,385	11,989	11,914	11,208	10,437	10,158	12,399	...	11,481	...
HIGHEST INTERVAL	20,500	20,500	20,500	20,500	17,750	20,500	15,750	15,250	13,750	20,500	...	20,500	...

TABLE 10A.--ASSISTANT PROFESSORS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN ASSISTANT PROFESSORS IN 1,009 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	1	...	...	...	...	1	...	1	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	1	...	...	...	...	...	1	...	1	...
26,000-27,999	...	...	3	2	...	...	...	...	5	...	5	.01
24,000-25,999	...	1	3	...	...	...	...	...	3	1	4	.01
23,000-23,999	1	1	1	...	...	...	...	...	1	2	3	.02
22,000-22,999	...	2	4	1	...	...	...	...	6	1	7	.03
21,000-21,999	3	1	1	2	1	1	...	...	5	4	9	.05
20,000-20,999	5	191	9	7	2	...	...	...	203	11	214	.42
19,000-19,999	3	119	14	15	2	5	...	...	148	10	158	.69
18,500-18,999	3	166	6	7	...	3	...	...	181	4	185	1.00
18,000-18,499	7	8	4	14	2	4	...	2	29	12	41	1.08
17,500-17,999	9	161	9	17	1	...	...	4	190	11	201	1.42
17,000-17,499	12	14	12	14	3	2	...	7	40	24	64	1.53
16,500-16,999	20	144	19	36	7	4	1	9	211	29	240	1.94
16,000-16,499	44	186	53	50	13	12	1	10	311	58	369	2.58
15,500-15,999	59	63	91	109	23	14	1	15	281	94	375	3.22
15,000-15,499	90	261	126	195	50	43	8	20	623	170	793	4.59
14,500-14,999	123	422	250	283	68	63	27	44	1,087	193	1,280	6.79
14,000-14,499	205	368	393	446	131	102	56	88	1,455	334	1,789	9.86
13,500-13,999	281	416	535	632	191	175	91	164	1,991	494	2,485	14.14
13,000-13,499	330	624	775	997	325	288	143	200	2,964	718	3,682	20.47
12,500-12,999	479	802	954	1,208	432	291	166	438	3,791	979	4,770	28.67
12,000-12,499	510	1,163	1,212	1,594	588	515	255	543	4,884	1,496	6,380	39.64
11,500-11,999	549	1,174	1,352	1,655	693	502	353	1,624	6,104	1,798	7,902	53.23
11,000-11,499	549	1,239	1,463	1,568	803	578	368	2,095	6,448	2,215	8,663	68.13
10,500-10,999	396	952	1,348	1,208	726	443	400	1,340	4,696	2,117	6,813	79.85
10,000-10,499	315	663	1,147	824	660	372	289	927	3,326	1,871	5,197	88.78
9,500- 9,999	143	385	805	434	507	218	184	366	1,711	1,331	3,042	94.01
9,000- 9,499	103	177	562	268	309	150	122	186	868	1,009	1,877	97.24
8,500- 8,999	27	64	280	129	149	67	37	50	331	472	803	98.62
8,000- 8,499	4	25	161	48	77	46	19	31	107	304	411	99.33
7,500- 7,999	2	12	81	31	35	34	4	16	37	178	215	99.70
7,000- 7,499	...	5	37	5	17	12	6	4	12	74	86	99.85
6,500- 6,999	...	2	14	7	10	...	...	5	7	31	38	99.91
6,000- 6,499	...	...	13	4	6	1	...	1	11	14	25	99.96
BELOW $6,000	...	1	5	9	3	4	...	1	10	13	23	100.00
TOTAL SALARIED INDIVIDUALS	4,272	9,812	11,743	11,820	5,834	3,949	2,531	8,190	42,079	16,072	58,151	100.00
CONTRIBUTED SERVICES	24	176	162	89	73	37	40	98	261	438	699	...
NUMBER OF INSTITUTIONS	85	194	216	192	133	70	34	85	375	634	1,009	...
RANGE PAID												
LOWEST INTERVAL	$7,750	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	$7,250	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	11,071	11,067	10,426	10,995	10,262	10,594	10,451	10,672	10,937	10,158	10,707	...
MEDIAN	12,047	12,089	11,485	11,915	11,260	11,549	11,278	11,279	11,785	11,140	11,619	...
THIRD QUARTILE	13,192	13,585	12,672	12,947	12,324	12,534	12,228	11,845	12,897	12,210	12,724	...
HIGHEST INTERVAL	23,500	25,000	29,000	35,000+	21,500	21,500	16,750	18,250	35,000+	25,000	35,000+	...

TABLE 108.--ASSISTANT PROFESSORS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN ASSISTANT PROFESSORS IN 930 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	1	78	...	...	...	...	...	...	78	1	79	.52
19,000-19,999	...	40	...	...	...	...	...	...	39	1	40	.78
18,500-18,999	...	52	1	...	...	...	...	...	53	...	53	1.13
18,000-18,499	...	...	...	...	...	...	...	...	...	...	...	1.13
17,500-17,999	...	56	3	1	...	...	...	1	60	1	61	1.53
17,000-17,499	...	1	1	1	...	...	...	...	2	1	3	1.55
16,500-16,999	1	46	...	1	...	...	...	1	48	1	49	1.87
16,000-16,499	3	68	3	3	...	...	...	...	71	6	77	2.38
15,500-15,999	8	5	5	8	1	2	...	2	25	6	31	2.58
15,000-15,499	9	92	11	14	1	6	...	1	112	22	134	3.47
14,500-14,999	25	153	12	18	8	5	1	14	214	22	236	5.02
14,000-14,499	35	90	23	63	17	18	3	9	221	37	258	6.72
13,500-13,999	73	85	56	93	18	22	5	22	320	54	374	9.18
13,000-13,499	58	138	56	153	32	32	7	15	394	97	491	12.42
12,500-12,999	141	186	115	226	58	43	15	52	659	177	836	17.92
12,000-12,499	120	311	180	298	74	76	27	56	885	257	1,142	25.45
11,500-11,999	135	336	240	345	103	86	40	287	1,237	335	1,572	35.80
11,000-11,499	128	373	308	398	145	136	81	473	1,575	467	2,042	49.25
10,500-10,999	118	307	411	365	158	136	74	272	1,298	543	1,841	61.38
10,000-10,499	129	309	484	346	196	123	92	249	1,259	669	1,928	74.08
9,500- 9,999	72	150	425	213	179	118	81	125	863	500	1,363	83.05
9,000- 9,499	62	127	471	132	157	88	58	80	643	532	1,175	90.79
8,500- 8,999	18	81	283	95	96	55	25	39	312	380	692	95.35
8,000- 8,499	3	29	149	55	64	40	18	24	133	249	382	97.87
7,500- 7,999	...	15	96	16	16	33	1	9	36	150	186	99.09
7,000- 7,499	...	9	34	6	12	15	4	4	8	76	84	99.65
6,500- 6,999	...	1	9	4	5	4	4	4	1	30	31	99.85
6,000- 6,499	...	2	2	...	4	1	...	...	...	9	9	99.91
BELOW $6,000	...	2	6	1	4	...	...	...	3	10	13	100.00
TOTAL SALARIED INDIVIDUALS	1,139	3,142	3,384	2,855	1,348	1,039	536	1,739	10,549	4,633	15,182	100.00
CONTRIBUTED SERVICES	31	96	9	131	123	3	8	30	3	428	431	...
NUMBER OF INSTITUTIONS	79	176	205	173	120	69	30	78	362	568	930	...
RANGE PAID												
LOWEST INTERVAL	$8,250	-$6,000	-$6,000	-$6,000	-$6,000	$6,250	$6,750	$6,750	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	10,503	10,599	9,283	10,277	9,433	9,601	9,648	10,301	10,253	9,239	9,949	...
MEDIAN	11,646	11,747	10,224	11,244	10,349	10,656	10,418	11,067	11,228	10,284	10,969	...
THIRD QUARTILE	12,746	13,429	11,273	12,277	11,414	11,676	11,278	11,544	12,307	11,350	12,030	...
HIGHEST INTERVAL	20,500	20,500	18,750	17,750	15,750	15,750	14,750	17,750	20,500	20,500	20,500	...

TABLE 11A.--INSTRUCTORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN INSTRUCTORS IN 978 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	1	...	...	...	...	...	...	...	...	1	...	...	...
22,000-22,999	1	...	...	...	...	...	...	...	...	1	.01	...	...
21,000-21,999	2	...	...	...	...	...	1	...	...	2	.03	1	.01
20,000-20,999	2	...	...	...	...	1	...	...	...	2	.05	1	.03
19,000-19,999	...	...	...	...	...	...	...	...	...	...	.05	...	.03
18,500-18,999	...	...	1	1	...	1	1	...	...	2	.07	2	.06
18,000-18,499	...	...	...	...	...	1	...	1	...	...	.07	2	.09
17,500-17,999	...	...	1	...	...	...	...	2	2	1	.08	4	.15
17,000-17,499	14	4	1	2	...	7	1	1	...	21	.27	9	.29
16,500-16,999	7	2	...	1	...	5	...	...	2	10	.36	7	.41
16,000-16,499	3	...	...	1	1	1	1	5	5	5	.40	12	.59
15,500-15,999	10	3	1	...	1	8	2	3	...	15	.54	13	.80
15,000-15,499	18	3	3	...	...	13	2	1	1	24	.75	17	1.07
14,500-14,999	49	7	3	2	2	16	3	6	1	63	1.32	26	1.48
14,000-14,499	61	8	5	4	4	30	1	3	4	82	2.06	38	2.08
13,500-13,999	117	10	4	8	3	22	6	6	4	142	3.34	38	2.67
13,000-13,499	59	11	11	9	8	11	11	11	3	98	4.22	36	3.24
12,500-12,999	177	51	17	17	8	78	11	5	10	270	6.66	104	4.88
12,000-12,499	133	39	32	29	25	40	31	12	11	258	8.98	94	6.36
11,500-11,999	221	97	35	53	21	56	29	11	7	427	12.83	103	7.99
11,000-11,499	390	147	37	53	47	121	77	21	9	674	18.91	228	11.58
10,500-10,999	486	186	58	68	75	147	143	33	24	873	26.78	347	17.05
10,000-10,499	617	245	131	150	131	307	271	64	35	1,274	38.27	677	27.72
9,500- 9,999	643	337	172	111	144	315	360	96	37	1,407	50.95	808	40.45
9,000- 9,499	771	426	207	130	129	445	384	169	43	1,663	65.94	1,041	56.86
8,500- 8,999	664	314	189	116	95	411	304	179	41	1,378	78.37	935	71.60
8,000- 8,499	575	254	145	73	108	357	226	159	58	1,155	88.78	800	84.20
7,500- 7,999	306	164	45	31	26	173	114	118	53	372	93.94	458	91.42
7,000- 7,499	191	156	30	12	17	61	80	97	43	406	97.60	281	95.85
6,500- 6,999	124	6	3	3	12	1	33	25	25	148	98.93	84	97.17
6,000- 6,499	49	15	...	5	9	7	25	12	19	78	99.63	63	98.17
BELOW $6,000	32	4	1	2	1	9	26	61	20	4	100.00	116	100.00
TOTAL SALARIED INDIVIDUALS	5,723	2,489	1,132	881	867	2,644	2,143	1,101	457	11,092	100.00	6,345	100.00
CONTRIBUTED SERVICES	63	9	8	19	34	14	53	56	38	133	...	161	...
NUMBER OF INSTITUTIONS	80	65	59	30	56	160	215	194	119	290	...	688	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	8,616	8,537	8,656	8,906	8,730	8,564	8,552	7,840	7,568	8,636	...	8,365	...
MEDIAN	9,616	9,389	9,370	9,809	9,627	9,340	9,343	8,719	8,628	9,538	...	9,209	...
THIRD QUARTILE	10,829	10,389	10,218	10,704	10,417	10,332	10,102	9,530	10,054	10,613	...	10,128	...
HIGHEST INTERVAL	23,500	17,250	18,750	18,750	16,250	20,500	21,500	18,250	17,750	23,500	...	21,500	...

TABLE 11B.--INSTRUCTORS, BY TYPE OF INSTITUTION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN INSTRUCTORS IN 901 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1971-72

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11.	12	13	14
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	...	...	...	...	...	...	...	...	...	...	...	...	...
19,000-19,999	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999	...	...	...	1	...	...	...	...	...	...	...	...	...
17,000-17,499	8	1	...	...	...	1	1	...	...	1	.01	...	...
16,500-16,999	2	...	...	...	...	4	...	...	...	2	.16	4	.14
16,000-16,499	...	...	...	...	...	...	2	1	...	...	.16	3	.21
15,500-15,999	2	...	...	...	...	4	1	...	...	2	.19	5	.33
15,000-15,499	9	2	1	...	...	7	...	...	...	12	.36	7	.50
14,500-14,999	18	2	5	1	...	3	...	1	...	26	.72	4	.60
14,000-14,499	41	4	1	...	...	6	...	1	1	46	1.36	8	.79
13,500-13,999	41	3	1	1	...	10	3	1	2	46	2.00	16	1.17
13,000-13,499	6	2	2	1	1	6	2	4	2	12	2.17	14	1.51
12,500-12,999	114	24	4	2	...	64	5	1	1	144	4.18	71	3.22
12,000-12,499	22	15	10	7	1	18	6	2	5	55	4.95	31	3.97
11,500-11,999	34	36	12	11	4	55	13	4	2	97	6.30	74	5.75
11,000-11,499	108	43	25	30	10	74	22	5	6	216	9.31	107	8.32
10,500-10,999	144	70	74	41	20	72	60	12	5	349	14.18	149	11.91
10,000-10,499	301	115	70	78	29	143	87	19	17	593	22.45	266	18.31
9,500- 9,999	394	169	108	89	49	170	146	43	19	809	33.73	378	27.41
9,000- 9,499	620	268	131	94	55	263	194	86	19	1,168	50.02	562	40.93
8,500- 8,999	591	269	146	95	71	316	203	125	29	1,172	66.36	673	57.13
8,000- 8,499	539	264	160	46	95	326	199	146	49	1,104	81.76	720	74.46
7,500- 7,999	327	188	69	38	40	143	152	150	47	662	90.99	492	86.30
7,000- 7,499	222	106	36	22	24	56	93	119	51	410	96.70	319	93.98
6,500- 6,999	84	30	19	11	9	22	21	37	22	153	98.84	102	96.43
6,000- 6,499	32	14	1	5	2	6	22	8	21	54	99.59	57	97.81
BELOW $6,000	22	5	...	...	2	11	21	26	33	29	100.00	91	100.00
TOTAL SALARIED INDIVIDUALS	3,681	1,630	875	573	412	1,780	1,253	791	331	7,171	100.00	4,155	100.00
CONTRIBUTED SERVICES	10	...	...	...	1	...	44	165	96	11	...	305	...
NUMBER OF INSTITUTIONS	81	64	56	30	50	156	201	171	92	281	...	620	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	$6,250	$6,250	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...	-$6,000	...
FIRST QUARTILE	8,216	8,122	8,293	8,612	8,137	8,317	8,011	7,526	7,066	8,220	...	7,977	...
MEDIAN	9,019	8,887	9,025	9,370	8,739	9,019	8,792	8,190	7,910	9,001	...	8,720	...
THIRD QUARTILE	9,911	9,732	9,936	10,191	9,612	10,077	9,619	8,929	8,935	9,887	...	9,633	...
HIGHEST INTERVAL	17,250	17,250	15,250	17,750	13,250	17,250	17,250	16,250	14,250	17,750	...	17,250	...

TABLE 12A.--INSTRUCTORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN INSTRUCTORS IN 978 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	1	...	...	...	...	...	1	...	1	...
22,000-22,999	...	...	1	...	...	...	...	...	1	...	1	.01
21,000-21,999	...	...	2	...	1	...	...	...	2	1	3	.02
20,000-20,999	...	...	3	...	...	...	...	...	3	...	3	.04
19,000-19,999	...	...	...	...	...	...	...	...	...	...	...	.04
18,500-18,999	1	...	...	...	1	...	...	2	2	2	4	.06
18,000-18,499	1	...	1	...	...	...	...	...	1	1	2	.08
17,500-17,999	2	2	...	...	...	...	...	1	1	4	5	.10
17,000-17,499	1	19	3	2	1	...	...	4	26	4	30	.28
16,500-16,999	1	14	...	...	2	...	...	...	14	3	17	.37
16,000-16,499	5	5	3	2	2	...	...	...	4	13	17	.47
15,500-15,999	3	15	2	2	5	...	...	1	22	6	28	.63
15,000-15,499	2	27	5	2	2	...	1	2	37	4	41	.87
14,500-14,999	4	59	8	7	8	...	1	2	75	14	89	1.38
14,000-14,499	5	80	5	14	4	1	1	10	104	16	120	2.07
13,500-13,999	13	120	14	10	18	1	2	2	153	27	180	3.10
13,000-13,499	19	22	16	39	18	7	3	10	92	42	134	3.87
12,500-12,999	39	212	28	63	10	4	8	10	323	51	374	6.01
12,000-12,499	70	54	55	87	50	8	16	12	244	108	352	8.03
11,500-11,999	77	116	67	152	76	11	13	18	409	121	530	11.07
11,000-11,499	143	181	131	261	104	43	16	23	695	207	902	16.24
10,500-10,999	163	216	187	363	147	57	53	34	877	343	1,220	23.24
10,000-10,499	232	393	303	486	221	135	67	114	1,300	651	1,951	34.43
9,500- 9,999	173	464	365	545	299	184	75	110	1,467	748	2,215	47.13
9,000- 9,499	147	474	580	636	391	273	85	118	1,849	855	2,704	62.64
8,500- 8,999	113	353	533	485	387	198	102	142	1,578	735	2,313	75.90
8,000- 8,499	61	255	616	329	341	201	94	58	1,331	624	1,955	87.11
7,500- 7,999	41	86	356	152	160	104	83	48	688	342	1,030	93.02
7,000- 7,499	17	45	177	91	103	73	24	157	438	249	687	96.96
6,500- 6,999	7	18	90	34	35	25	17	6	134	98	232	98.29
6,000- 6,499	2	12	62	11	23	21	6	4	71	70	141	99.10
BELOW $6,000	12	6	32	10	74	11	8	3	46	110	156	100.00
TOTAL SALARIED INDIVIDUALS	1,354	3,248	3,646	3,783	2,483	1,357	675	891	11,988	5,449	17,437	100.00
CONTRIBUTED SERVICES	42	81	43	53	27	23	7	18	94	200	294	...
NUMBER OF INSTITUTIONS	87	188	211	177	132	69	32	82	364	614	978	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	9,291	9,039	8,158	8,829	8,331	8,262	8,164	8,041	8,592	8,395	8,534	...
MEDIAN	10,224	9,904	8,960	9,632	9,152	9,083	9,021	9,117	9,462	9,290	9,408	...
THIRD QUARTILE	11,166	11,315	9,895	10,580	10,111	9,804	10,091	10,098	10,551	10,196	10,422	...
HIGHEST INTERVAL	18,750	17,750	23,500	17,250	21,500	14,250	15,250	18,750	23,500	21,500	23,500	...

TABLE 128.--INSTRUCTORS, BY GEOGRAPHIC REGION, DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN INSTRUCTORS IN 901 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS PUBLIC	ALL REGIONS NON-PUBLIC	ALL REGIONS TOTAL NUMBER	ALL REGIONS CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$35,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
34,000-34,999	...	...	...	...	...	...	...	...	...	...	...	...
32,000-33,999	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...
23,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...
22,000-22,999	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	...	...	...	...	...	...	...	...	...	...	...	...
19,000-19,999	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999	...	...	1	...	...	...	...	...	...	1	1	...
17,000-17,499	...	10	...	...	1	...	...	...	10	1	11	.10
16,500-16,999	...	6	...	...	...	...	...	...	6	...	6	.15
16,000-16,499	1	...	...	...	1	...	...	1	...	3	3	.18
15,500-15,999	...	6	...	...	1	...	...	...	6	1	7	.24
15,000-15,499	...	19	...	...	...	...	...	...	19	...	19	.41
14,500-14,999	1	28	1	...	...	...	...	...	28	2	30	.68
14,000-14,499	1	50	1	2	...	...	...	...	52	2	54	1.15
13,500-13,999	2	56	1	1	2	...	...	...	55	7	62	1.70
13,000-13,499	1	11	3	3	5	1	1	1	16	10	26	1.93
12,500-12,999	23	174	4	6	5	1	...	2	206	9	215	3.83
12,000-12,499	18	10	14	15	12	6	3	8	65	21	86	4.59
11,500-11,999	31	68	17	14	15	11	2	13	137	34	171	6.10
11,000-11,499	49	93	37	66	24	34	6	14	250	73	323	8.95
10,500-10,999	81	116	73	120	41	41	13	13	360	138	498	13.35
10,000-10,499	109	208	132	213	78	53	20	46	629	230	859	20.93
9,500- 9,999	104	256	193	329	136	87	27	55	841	346	1,187	31.41
9,000- 9,499	90	345	315	438	216	179	50	97	1,282	448	1,730	46.68
8,500- 8,999	72	291	469	385	254	161	76	137	1,322	523	1,845	62.97
8,000- 8,499	59	207	647	347	249	157	86	72	1,289	535	1,824	79.08
7,500- 7,999	38	132	438	190	118	117	79	42	727	427	1,154	89.27
7,000- 7,499	21	56	303	106	97	78	19	49	420	309	729	95.70
6,500- 6,999	8	23	105	35	39	35	6	4	155	100	255	97.96
6,000- 6,499	...	5	51	13	12	28	2	...	53	58	111	98.94
BELOW $6,000	3	4	59	5	23	19	4	3	38	82	120	100.00
TOTAL SALARIED INDIVIDUALS	712	2,174	2,864	2,288	1,329	1,008	394	557	7,966	3,360	11,326	100.00
CONTRIBUTED SERVICES	58	72	8	84	78	4	2	10	10	306	316	...
NUMBER OF INSTITUTIONS	76	175	198	164	120	69	29	70	357	544	901	...
RANGE PAID												
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE	8,840	8,700	7,726	8,321	8,087	7,893	7,927	8,286	8,232	7,841	8,127	...
MEDIAN	9,813	9,547	8,368	9,072	8,749	8,717	8,507	8,896	8,992	8,662	8,898	...
THIRD QUARTILE	10,685	10,946	9,121	9,799	9,474	9,450	9,235	9,625	9,909	9,555	9,806	...
HIGHEST INTERVAL	16,250	17,250	17,750	14,250	17,250	13,250	13,250	16,250	17,250	17,750	17,750	...

TABLE 48A.--PUBLIC 2-YEAR INSTITUTIONS. DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN TEACHERS IN PUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND ENROLLMENT SIZE, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$24,000 OR MORE	...	149	...	...	...	...	...	6	129	26	...	155	.5
22,000-23,999 .	...	89	...	7	...	...	...	11	98	9	...	107	.9
20,000-21,999 .	3	83	2	28	...	...	...	16	109	19	4	132	1.4
19,000-19,999 .	3	94	2	35	...	1	...	38	147	18	8	173	2.0
18,000-18,999 .	14	184	7	65	9	...	...	409	605	71	12	688	4.4
17,000-17,999 .	16	291	16	101	6	25	...	1,378	1,694	106	33	1,833	10.8
16,000-16,999 .	48	387	45	239	100	74	...	1,297	1,866	209	115	2,190	18.5
15,500-15,999 .	32	145	37	140	48	59	...	410	703	109	59	871	21.5
15,000-15,499 .	19	226	65	182	117	27	2	451	862	144	83	1,089	25.3
14,500-14,999 .	40	271	81	217	53	50	4	420	920	136	80	1,136	29.3
14,000-14,499 .	58	341	117	191	93	53	6	381	921	206	113	1,240	33.6
13,500-13,999 .	49	372	128	209	132	54	13	357	907	249	158	1,314	38.2
13,000-13,499 .	65	262	176	185	155	71	14	343	854	246	171	1,271	42.7
12,500-12,999 .	113	449	280	210	173	101	25	281	1,070	338	224	1,632	48.4
12,000-12,499 .	98	316	244	212	125	104	42	254	822	371	202	1,395	53.3
11,500-11,999 .	146	322	287	250	200	181	49	219	915	392	347	1,654	59.1
11,000-11,499 .	111	331	427	216	185	188	64	202	890	462	372	1,724	65.1
10,500-10,999 .	156	361	444	207	209	271	63	136	887	501	459	1,847	71.6
10,000-10,499 .	97	313	499	212	200	296	49	133	777	584	438	1,799	77.9
9,500- 9,999 .	120	236	546	228	212	298	66	81	769	557	461	1,787	84.1
9,000- 9,499 .	100	238	527	191	174	315	44	27	621	520	475	1,616	89.8
8,500- 8,999 .	52	169	415	113	158	246	40	16	374	409	426	1,209	94.0
8,000- 8,499 .	56	71	306	67	113	159	28	9	211	340	338	889	97.1
7,500- 7,999 .	6	34	226	23	58	53	29	1	92	151	187	430	98.6
7,000- 7,499 .	1	3	142	18	19	8	14	1	34	52	120	206	99.3
6,500- 6,999 .	...	2	67	5	4	6	6	...	13	36	41	90	99.7
6,000- 6,499 .	...	1	35	...	2	2	3	1	7	18	19	44	99.8
BELOW $6,000 ...	...	...	25	...	13	1	3	10	17	12	23	52	100.0
TOTAL	1,403	5,740	5,226	3,551	2,558	2,643	564	6,888	17,314	6,291	4,968	28,573	100.0
CONTRIBUTED SERVICES	...	...	2	...	...	6	...	...	3	3	2	8	...
RANGE PAID													
LOWEST INTERVAL	$7,250	$6,250	-$6,000	$6,750	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE .	10,681	11,011	9,010	10,574	9,732	9,295	9,205	13,511	11,296	9,531	9,093	10,228	...
MEDIAN	11,509	13,046	10,244	12,580	11,316	10,394	10,500	15,648	13,668	10,966	10,450	12,337	...
THIRD QUARTILE .	12,983	15,471	11,814	14,791	13,237	11,885	11,643	17,079	16,182	12,963	12,050	15,044	...
HIGHEST INTERVAL	21,000	24,000+	21,000	23,000	18,500	19,500	15,250	24,000+	24,000+	24,000+	21,000	24,000+	...
NUMBER OF INSTITUTIONS ..	31	71	132	76	68	59	15	92	183	139	222	544	...

TABLE 488.--PUBLIC 2-YEAR INSTITUTIONS. DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN TEACHERS IN PUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND ENROLLMENT SIZE, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$24,000 OR MORE	...	34	...	...	...	...	...	...	22	11	1	34	.3
22,000-23,999 .	...	24	...	...	...	...	...	2	25	6	...	31	.5
20,000-21,999 .	...	13	...	3	...	...	...	8	19	5	...	24	.7
19,000-19,999 .	...	27	...	5	...	...	...	10	38	4	...	42	1.0
18,000-18,999 .	5	51	...	12	...	...	...	84	135	10	7	152	2.2
17,000-17,999 .	4	107	2	35	...	7	...	355	459	43	8	510	6.1
16,000-16,999 .	9	128	6	64	14	19	...	369	531	57	21	609	10.8
15,500-15,999 .	7	31	9	60	10	18	...	168	254	33	16	303	13.2
15,000-15,499 .	4	116	30	52	19	7	...	169	336	45	16	397	16.2
14,500-14,999 .	10	119	20	93	4	26	...	164	370	46	20	436	19.6
14,000-14,499 .	12	145	39	70	10	10	...	151	364	49	24	437	23.0
13,500-13,999 .	6	222	30	71	19	20	3	152	426	67	30	523	27.0
13,000-13,499 .	13	103	54	68	40	18	2	148	332	75	39	446	30.5
12,500-12,999 .	22	253	109	75	26	39	5	164	541	101	51	693	35.8
12,000-12,499 .	37	105	102	105	19	40	8	153	411	116	42	569	40.2
11,500-11,999 .	57	158	117	102	68	62	15	141	464	146	110	720	45.8
11,000-11,499 .	50	133	179	94	47	81	15	115	449	165	100	714	51.3
10,500-10,999 .	70	165	219	114	63	139	19	111	511	245	144	900	58.3
10,000-10,499 .	48	160	257	133	62	163	11	93	493	249	185	927	65.4
9,500- 9,999 .	84	154	341	138	82	171	22	57	537	264	248	1,049	73.5
9,000- 9,499 .	66	155	362	122	60	214	31	35	455	338	252	1,045	81.6
8,500- 8,999 .	37	107	294	86	63	160	22	10	302	240	237	779	87.6
8,000- 8,499 .	44	60	334	48	60	116	20	6	191	274	223	688	92.9
7,500- 7,999 .	8	37	246	35	49	44	14	1	104	149	181	434	96.3
7,000- 7,499 .	1	17	135	24	24	19	11	3	58	74	102	234	98.1
6,500- 6,999 .	...	4	63	3	18	10	8	...	17	46	43	106	98.9
6,000- 6,499 .	...	3	40	...	13	4	...	1	13	22	26	61	99.4
BELOW $6,000 ...	1	1	36	1	23	8	...	11	16	19	46	81	100.0
TOTAL	595	2,637	3,024	1,613	793	1,395	206	2,681	7,873	2,899	2,172	12,944	100.0
CONTRIBUTED SERVICES	...	1	...	...	...	...	...	...	1	...	...	1	...
RANGE PAID													
LOWEST INTERVAL	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	$6,750	-$6,000	-$6,000	-$6,000	-$6,000	-$6,000	...
FIRST QUARTILE .	9,438	10,379	8,353	9,805	8,589	8,962	8,463	12,282	10,279	8,793	8,325	9,408	...
MEDIAN	10,561	12,618	9,503	11,542	10,036	9,858	9,452	14,462	12,397	10,047	9,452	11,118	...
THIRD QUARTILE .	11,827	14,485	10,865	13,935	11,726	10,994	10,908	16,511	14,798	11,806	10,799	13,750	...
HIGHEST INTERVAL	18,500	24,000+	17,500	21,000	16,500	17,500	13,750	23,000	24,000+	24,000+	24,000+	24,000+	...
NUMBER OF INSTITUTIONS ..	31	71	132	76	68	59	15	92	183	139	222	544	...

TABLE 49A.--NONPUBLIC 2-YEAR INSTITUTIONS, DISTRIBUTION OF SALARIES PAID TO FULL-TIME MEN TEACHERS IN NONPUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTHEAST	GREAT LAKES	PLAINS	SOUTHWEST	ROCKY MOUNTAIN	FAR WEST	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11
$24,000 OR MORE	...	...	...	...	...	...	...	...	...	...
22,000-23,999	...	...	...	...	...	...	...	...	...	...
20,000-21,999	...	...	...	...	...	...	...	...	...	...
19,000-19,999	...	...	...	...	...	...	...	...	...	...
18,000-18,999	...	1	...	...	...	...	...	...	1	.1
17,050-17,999	...	...	...	...	...	...	...	...	...	.1
16,000-16,999	1	1	...	...	...	...	...	...	2	.2
15,500-15,999	1	...	...	1	...	...	...	...	2	.4
15,000-15,499	...	2	1	...	1	...	...	...	4	.7
14,500-14,999	1	...	...	...	1	...	...	...	2	.8
14,000-14,499	7	1	...	4	...	...	...	...	12	1.7
13,500-13,999	4	4	...	2	1	...	...	...	11	2.5
13,000-13,499	7	5	5	...	1	...	...	...	18	3.8
12,500-12,999	6	4	...	5	5	...	...	...	20	5.3
12,000-12,499	21	7	2	5	5	...	...	...	40	8.3
11,500-11,999	19	13	1	6	5	...	...	1	45	11.6
11,000-11,499	25	13	11	11	11	2	...	...	73	17.0
10,500-10,999	35	9	26	18	5	4	...	1	98	24.3
10,000-10,499	42	22	28	10	10	3	...	1	116	32.8
9,500- 9,999	53	18	21	12	7	4	...	1	116	41.4
9,000- 9,499	52	24	45	14	6	18	...	...	159	53.2
8,500- 8,999	26	21	84	9	15	33	...	2	190	67.2
8,000- 8,499	23	16	69	6	8	16	...	1	139	77.5
7,500- 7,999	12	18	47	6	13	16	...	1	113	85.9
7,000- 7,499	6	10	47	3	6	2	...	2	76	91.5
6,500- 6,999	2	3	13	1	5	...	...	...	24	93.3
6,000- 6,499	...	3	32	...	11	2	...	1	49	96.9
BELOW $6,000	...	9	31	...	2	...	...	...	42	100.0
TOTAL	343	204	463	113	118	100	0	11	1,352	100.0
CONTRIBUTED SERVICES	14	9	10	...	29	...	...	...	62	...
RANGE PAID										
LOWEST INTERVAL	$ 6,750 -$ 6,000	-$ 6,000	$ 6,750 -$ 6,000		$ 6,250	...	$ 6,250 -$ 6,000			...
FIRST QUARTILE	9,161	8,250	7,423	9,116	7,712	8,156	...	7,438	8,122	...
MEDIAN	9,976	9,458	8,446	10,275	8,967	8,712	...	8,625	9,135	...
THIRD QUARTILE	11,125	11,000	9,269	11,261	11,023	9,167	...	10,125	10,457	...
HIGHEST INTERVAL	16,500	18,500	15,250	15,750	15,250	11,250	...	11,750	18,500	...
NUMBER OF INSTITUTIONS	18	20	32	8	14	4	...	1	97	...

TABLE 49b.--NONPUBLIC 2-YEAR INSTITUTIONS, DISTRIBUTION OF SALARIES PAID TO FULL-TIME WOMEN TEACHERS IN NONPUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1971-72

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTHEAST	GREAT LAKES	PLAINS	SOUTHWEST	ROCKY MOUNTAIN	FAR WEST	TOTAL	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11
$24,000 OR MORE	...	...	...	...	...	...	...	...	...	...
22,000-23,999	...	...	...	...	...	...	...	...	...	...
20,000-21,999	...	...	...	...	...	...	...	...	...	...
19,000-19,999	...	...	...	...	...	...	...	...	...	...
18,000-18,999	...	...	...	...	...	...	...	...	...	...
17,000-17,999	...	...	...	...	...	...	...	...	...	...
16,000-16,999	...	...	...	...	1	...	...	...	1	.1
15,500-15,999	...	...	...	...	3	...	...	...	3	.4
15,000-15,499	...	...	...	...	1	...	...	...	1	.5
14,500-14,999	...	1	...	...	1	...	...	...	1	.6
14,000-14,499	...	1	...	...	...	...	...	...	1	.7
13,500-13,999	2	1	...	1	1	...	...	...	3	1.1
13,000-13,499	2	2	...	1	2	...	...	...	6	1.7
12,500-12,999	4	3	...	...	2	...	...	...	6	2.3
12,000-12,499	3	6	1	2	2	...	...	...	11	3.5
11,500-11,999	...	2	1	1	1	...	...	...	12	4.8
11,000-11,499	8	7	1	2	3	...	...	...	8	5.6
10,500-10,999	16	6	3	5	7	...	...	...	28	8.6
10,000-10,499	24	10	11	7	2	1	...	...	33	12.1
9,500- 9,999	19	17	16	7	4	...	...	...	56	18.0
9,000- 9,499	24	24	41	6	14	2	...	...	75	26.0
8,500- 8,999	28	24	46	3	10	10	...	...	115	38.1
8,000- 8,499	34	33	36	2	15	11	...	...	127	51.6
7,500- 7,999	16	14	45	4	16	7	...	...	128	65.1
7,000- 7,499	11	13	51	1	10	16	...	...	105	76.3
6,500- 6,999	3	14	18	...	2	6	...	...	84	85.2
6,000- 6,499	1	5	37	1	4	1	...	...	40	89.4
BELOW $6,000	1	9	32	...	9	3	...	...	56	95.3
TOTAL	196	192	339	48	112	57	0	0	944	100.0
CONTRIBUTED SERVICES	3	56	3	12	53	...	...	...	127	...
RANGE PAID										
LOWEST INTERVAL	-$ 6,000	-$ 6,000	-$ 6,000	$ 6,250	-$ 6,000	$ 6,250	...	...	-$ 6,000	...
FIRST QUARTILE	8,250	7,750	6,938	9,083	8,031	7,633	...	...	7,557	...
MEDIAN	9,083	8,667	7,850	10,000	8,933	8,179	...	...	8,559	...
THIRD QUARTILE	10,208	9,735	8,883	11,000	10,250	8,943	...	...	9,560	...
HIGHEST INTERVAL	13,750	14,750	12,250	14,250	17,500	10,750	...	...	17,500	...
NUMBER OF INSTITUTIONS	18	20	32	8	14	4	...	1	97	...